

Native American Employment Plan Advisory Council

Quarterly Meeting (#4) – Via WebEx
December 8, 2021, 10:00AM-12:00PM

Minutes

- I. **Call to Order** - The meeting was called to order at 10:05 A.M. by Andrew Johnson, Council Chair. Chair Johnson led the meeting with a land acknowledgement and Vincent Romero followed with a prayer.
- II. **Roll Call** – Chair Johnson conducted the roll call.

A. Council Members

Native American Employment Plan Advisory Council				
ATTENDANCE ROSTER: COUNCIL MEMBERS				
Members	Present			Absent
	In person - Chicago	In person- Springfield	via WebEx	
Johnson, Andrew (Chair)			X	
Blanks, Tim				X
Boyd, Nichole				X
Matthew Beudet				X
Poirot, Pete			X	
Silas, Pamala M.			X	
Stanley, Susan			X	
Vigue, Kim			X	
White Eagle, Wendy			X	

Total: 6 members present, 3 members absent. Quorum achieved. The meeting was held via WebEx video conference to adhere to the social distancing guidelines due to the COVID-19/Coronavirus pandemic.



B. Agency Representatives

Native American Employment Plan Advisory Council				
ATTENDANCE ROSTER: Agency Representatives				
Agency	Representative	Present		
		In person - Chicago	In person - Springfield	via WebEx
Central Management Services	Mark Mahoney			X
	Jake Altman			X
	Patricia Santoyo-Marin			X
	Sarah Kerley			
	Katrina McCarver			
	Corey Anne Gulkewicz			X
	Barbara McDonald			X
	Radhika Lakhani			
	Ayesha Patel			X
	Valerie Cowen			
	Mayra Magaña			X
Department of Children and Family Services	Jose Lopez			X
Illinois Department of Human Services	Amelia Gavina			X
Illinois Department of Innovation & Technology	Vickie Simpson			X
Illinois Department of State Police	Sergeant Sherise Gipson			
Department of Juvenile Justice	Jim Crowley			
Department of Commerce & Economic Development	Diana Alfaro			X
	Joseph McKeown			X
Illinois Dept. of Financial & Professional Regulations	Temi A. Bennett			X
Office of the Governor	Sekile Nzinga, Chief Equity Officer			

Total: 13 CMS and other Agency staff attended this meeting.

C. General Public.

1. Melodi Serna, Executive Director, American Indian Center (AIC)
2. Marne Smiley, Chicago American Indian Community Collaborative Org. (CAICC)
3. Vincent Romero, California Indian Manpower Consortium, Inc. (CIMC)
4. Ryann Unabia (Native American employee with DCFS)
5. Ellen Williams (Native American employee with DCFS)

III. Minutes

A. Review/Approve Minutes from May 26, 2021

1. Chair Johnson asked for a motion to approve the Minutes from 5/26/21. Motion made by Wendy White Eagle and seconded by Pamala Silas. The May 26, 2021 Minutes were approved unanimously.

B. Review/Approve Minutes from August 18, 2021

1. Chair Johnson asked for a motion to approve the Minutes from 8/18/21. Motion made by Wendy White Eagle and seconded by Pamala Silas. The August 18, 2021 Minutes were approved unanimously.

IV. CMS Discussion

A. Employment Numbers

1. CMS Assistant Director, Mark Mahoney, presented employee headcount numbers for Native Americans in state government which included current State employee headcount that included leadership.
2. Member Wendy White Eagle asked when updates on hiring could be provided. Mark explained that data could be provided at any point and the 6-month intervals are for benchmark purposes. CMS will incorporate employee number update in every council meeting.
3. Chair Johnson noted that the Council still has work to do and commented on the successful Native American hires of Ellen Williams and Ryann Unabia with DCFS-ICWA. Chair Johnson was pleased with the hires as it will have a significant impact on their Native American communities. Council member Pamala Silas asked that with review of the Employee Headcount numbers, what can the Council target and what can they work toward going forward (e.g., hiring percentage, benchmarks, etc.).
4. Chair Johnson noted that this was the one-year anniversary of the Council and that they have made progress and continues to look forward to getting the numbers higher and putting together the Native American outreach/recruitment programs.
5. Chair Johnson asked a question posed by Member Pamala Silas on whether some of the Native American Senior Leadership employed by the State could be invited to the Council meetings and/or assist in the recruitment efforts of the Council. Chair Johnson and Member Wendy commented about self-

reporting and wasn't sure how that would impact inviting Senior Leaders to the meetings. Mark said they could speak to the Bureau of Personnel to determine whether that could happen.

6. Discussion on self-reporting and tribal affiliations was had. Recommendation was made to include Tribal affiliation in reporting. Research will need to be done by CMS on how this can all be approached and what the options are; follow-up on this subject will happen at the next meeting.
7. Member Susan Stanley inquired about the timing on the state hiring process – from point of application to being hired. Corey Anne Gulkewicz, Deputy Director of Personnel CMS, provided status update of new Human Capital Management System (HCM) and revamping of hiring process.
8. Jose Lopez from DCFS, added that the application should be submitted to the hiring agency directly and mentioned adding the job number on the application helps to move the process through more efficiently and effectively. This information should be shared with the general public for those diversity applicants and veterans applying for employment with state government.

B. Employment Plan Report Update

1. CMS provided overview, timeline and invitation to collaborate. The report is in the process of being drafted and is scheduled to be filed with the Governor's Office by between January-February 2022.
2. Chair Johnson expressed appreciation to the State and representatives for including all their recommendations that were submitted by the Council for the Report. Chair Johnson proposed that the Council have a short meeting after receiving the Report and prior to submission to the State to go over items that they want to have changed or revised. Chair Johnson will put something together with the Council and asked Mark about a timeframe for that meeting. CMS expects to provide a draft to council in two weeks.
3. Member Pamala suggested the California Indian Manpower Consortium ("CIMC") can be featured as an important resource for the State (e.g., pullout/snapshot within the Report).

C. Proposed 2022 Meeting Dates

1. Patricia Santoyo-Marin presented the proposed 2022 council meeting dates, based on the template that had been used previously for the Native American Employment Plan Advisory Council (3rd Wednesday of the month from 10:00 am-12:00 pm), with a few modifications. The proposed dates were posed to the Council for a vote. A motion was made by Member Pamala Silas and seconded by Member Susan Stanley. The 2022 meeting dates were unanimously approved. The 2022 Council Meeting dates are as follows:
 - Wednesday, February 16, 2022, 10:00 AM–12:00 PM
 - Wednesday, May 18, 2022, 10:00 AM–12:00 PM
 - Wednesday, August 17, 2022, 10:00 AM–12:00 PM

- Wednesday, December 7, 2022, 10:00 AM–12:00 PM

2. Chair Johnson inquired on updates on Council seat appointments from the Governor’s Office. Patricia provided an update stating there were two scheduled interviews for candidates in the system. One candidate was interviewed about joining the Council and the possibility of supporting the State in a different capacity. The other candidate did not appear for the scheduled interview appointment. A third candidate, who has been part of the open meetings, is pending based on the submission of their resume. There was discussion regarding a Native American Council member who no longer serving as a Director with the Native American House Office of Inclusion and Intercultural Relations with the University of Illinois at Urbana Champaign in Urbana, IL. Patricia noted that they have a contact at the University of Illinois and that CMS is continuing to work on building a relationship with the Interim Director until the Director has been hired.

V. Council Discussion Items – Chairman Andrew Johnson

A. Review of November 16th Statewide Recruitment Call

1. Chair Johnson provided overview update. Noted attendance was impressive from the State side with about 80 people that joined the call. There was also a follow-up email to 184 other representatives of state agencies, boards, and commissions. Chair Johnson encouraged all to review Member Matthew Beaudet’s presentation which provided a high-level background of Native Americans in Illinois, which was well received. Chair Johnson thanked the panelists and everyone that participated on the call and suggested Council’s continued participation in monthly recruitment calls.
2. Chair Johnson shared Member Susan Stanley of the CIMC organization provided a list of Native American Organizations that can be used for recruitment purposes.

B. Native American Internships

- Chair Johnson provided an update on the CMS conversation regarding Native American internships beginning in the Fall of 2022. Students begin the application process in Spring of 2022. Ideally, internship is paid or alternatively, partnering with the institutions and providing credit hours towards graduation. Roles and responsibilities for position will be created by CMS with priority on ensuring it is also a learning environment for the student while they are also contributing to CMS. Council recommended extending partnership with community leaders. Chair Johnson mentioned a professional development program which could provide a conduit into fulltime position with the State. Recommended partners: University of Illinois at Chicago, University of Illinois at Urbana-Champaign, Northwestern University, College of DuPage, and Chicago Public

Schools. Meeting will be scheduled to begin planning, Chair Johnson encouraged anyone from the Council to participate and recommended CIMC be part of discussion. CMS will incorporate CIMC into discussion. Patricia noted that D&I team is working on developing additional platforms for community engagement.

- DCEO Agency Representative inquired on process for additional agency participation in internship. Patricia noted this is a work in progress; D&I at CMS is working with the Bureau of Personnel on guidelines but has noted interest from multiple agencies.

- C. Discuss the process for collaborating with agencies to enhance Native American employment & promotions (department contacts, strategies, setting goals, outreach, etc.)
1. Chair Johnson thanked the different agencies in the State that allowed them to do the presentation. He acknowledged Diana Alfaro at DCEO.
 2. Chair Johnson asked for recommendations for marketing of events. Marne Smiley, representing Chicago American Indian Community Collaborative (CAICC) offered to share on their events webpage. Chair Johnson inquired if there was a way to get information out to go to various sources. Patricia shared CMS has and can continue to highlight through Heritage Month, Director's Newsletter, and CMS University. CMS is putting in place the logistics to upload information to the State of Illinois webpage. CMS' D&I is also looking into expanding the DEI training for all State employees and planning to incorporate more resource and conversation-based webinars to allow people to engage and walk away with information.
 3. Member Kim asked if Veterans are included in the recruiting and outreach process. Jose Lopez from DCFS responded their agency does veteran's outreach. Jake also indicated CMS does veteran outreach and recruitment. Melodi Serna has a connection with Great Lakes Naval base.
 4. Looking at 2022, Chair Johnson noted it should be documented what the plan is and what is happening in the communities and what they would expect to do with the different agencies. Need to have a calendar to include different outreach activities so Council can support and meet some of the goals. Suggestion to work together collectively on the outreach calendar. Chair Johnson recommended a subcommittee might be best to work on and coordinate this effort. Patricia noted the D&I outreach teams and Bureau of Personnel have started to collaborate and put a calendar together. Jose Lopez has also shared the DCFS calendar. D&I proposed to bring the calendar of events to the meetings and Council. Chair Johnson suggested this information be provided in writing prior to the meetings.
 5. Chair Johnson informed council of HR1608 going into effect January 1, 2022. HR1608 creates a commission for Diversity & Inclusion that is going to be set up with 7 Commissioners. Melodi Serna expressed concern about the

language that excluded Native Americans under the HR1608. Chair noted importance of Native American representation.

Chair asked Council to provide any nominations for the commission and will send a follow-up email.

- D. Ryann from DCFS shared vision for an all State agency job fair targeting Native American prospective applicants. Chair Johnson inquired about whether there are job fairs through the State of Illinois. Patricia noted that different agencies have job fairs that they lead or partner with other agencies. She proposed using template from Hispanic Employment Plan Council that aims to meet people where they are; hosting Native American Employment Plan Council meeting at community site (Chicago) with a career fair component added. Council decided to move forward with idea. CMS D&I will begin collaborative planning with Vincent, Ryann and Melodi.

VI. Public Comment

Vincent Romero discussed partnership with regard to apprenticeships. They have an opportunity to look at some federal dollars for a program called Youth Build with the Department of Labor. He wanted to discuss how the Chamber or organizations and whatever departments they can to get some of the funding for Native American communities. He asked about state-level commitment or the possibility of the State partnering with them or supporting their effort in getting letter of support or how to collaborate. Patricia committed to beginning the conversation and asked that deliverables of grant be shared with her for review of shared goals.

- VII. **Adjournment** – Chair Johnson requested that a motion be made to adjourn the Council meeting. Member Wendy so move. Motion was seconded, and the meeting was adjourned at 11:30 AM