



NOTICE

Native American Employment Plan Advisory Council

Quarterly Meeting – Via WebEx
December 9, 2020 10:00 A.M. – 12 P.M.

[WebEx Meeting Recording](#)

- 1. **Call to Order** – Andrew Johnson, Council Chair
- 2. **Roll Call** – Rebecca Roussell
 - a. **Council Members**

Native American Employment Plan Advisory Council				
ATTENDANCE ROSTER: COUNCIL MEMBERS				
Members	Present			Absent
	In person - Chicago	In person- Springfield	via WebEx	
Andrew Johnson			X	
Tim Blanks			X	
Pete Poirot			X	
Nichole Boyd			X	
Susan Stanley			X	
Mark LaRoque			X	
Wendy White Eagle			X	
Kim Vigue			X	
Pam Silas			X	
Heather Miller			X	

Quorum was achieved.

Note: 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
Department of Human Services	Amelia Gavina Elizabeth Diaz-Castillo			X X
Central Management Services	Director, Janel Forde Mark Mahoney Rebecca Roussell Jake Altman Ivan Ramirez Barbara McDonald Mayra Magana Herbert Johnson Terry Galvin			X
Department of Children and Family Services	Nancy Rodriguez Lourdes Rodriguez			X
Illinois Department of Innovation and Technology	Vickie Simpson			X
Illinois Department of State Police	Hector Alejandra Mary Dowdy			X
Illinois Department of Employment Security	Anna D'Ascenzo			X
Dept. of Juvenile Justice	Jim Crowley			X

18 CMS Staff and other State Representatives attended this meeting.

c. General Public

No general public in attendance.

d. The meeting started with a prayer, which is customary. The prayer was led by Council member Pete Poirot. CMS Director, Janel Forde welcomed the Council and said CMS looks forward to partnering with them.

3. Perfunctory Council Business – Rebecca Roussell, Deputy Director

a. Review of procedures and expectations related to the function of Council.

b. Appointment of Temporary Council Chair

i. Wendy White Eagle moved to have Andrew Johnson nominated as Council Chair.

- ii. Pam Silas seconded the motion. The motion to have Andrew Johnson serve as Chair was passed.
- iii. Andrew Johnson was appointed as Chair of the Native American Employment Plan Advisory Council.
- c. 2021 Quarterly Meeting Schedule
 - i. Rebecca shared the future meeting dates and asked about the designated time and dates for the meetings.
 - ii. Pam Silas noted November is Native Heritage Month. Rebecca acknowledged November as Native Heritage Month and noted she can adjust the November 2021 date. The suggested date of change was December 8, 2021.
 - iii. A motion to approve the 2021 dates was made by Pam Silas and seconded by Nichole Bovd. A motion was passed to accept the 2021 meeting dates.

4. CMS Presentation

- a. Rebecca gave the Council an overview of Central Management Services (CMS) and its role and responsibilities. She also showed a slide of the CMS Personnel Team and introduced each by their name and job title.
- b. Rebecca shared information about the Native American Employment Plan Council History. She also shared information about the African American, Hispanic, and Asian Councils indicating they all share the same functions.
- c. Rebecca shared information to the Council about the Diversity Enrichment Program (DEP) and its goal to collaborate with all Councils to improve diversity within the State of Illinois.
- d. Rebecca introduced Jake Altman, Assistant Deputy Director CMS Bureau of Personnel to give the Council an overview of the Hiring Reform and its overall goals and objectives. Jake provided the Council with an in-depth overview of the Hiring Process along with its goals and objectives.
- e. Rebecca gave an overview of the Internship Program at CMS. She shared with the Council that CMS has a relationship with Chicago State University, University of Springfield, and the University of Illinois, Springfield.
- f. Rebecca gave an overview of the Business Enterprise Program (BEP) including its history, vendor pool, value proposition, and outreach goals and objectives.
- g. Rebecca shared a slide on Collaboration Opportunity which covered asking the Council A) What organizations should we be partnering with? B) What other Recruitment Strategies should we implement?
- h. Rebecca opened the floor to the Council for feedback.
- i. Council member Pam Silas suggested recruiting at Colleges/Universities with Diverse Programs and Internships for Native American Students. She also said they can help create a recruitment list. She suggested reaching out to “Pathways to Careers” to target high school students and to encourage them to take the right steps toward building their careers.

- j. Council member Nichole Boyd asked what is the plan or thoughts about Inclusion? She asked how will inclusive environments be made right when we bring Native American employees into the workplace? How do we encourage Native Americans to apply for state government employment opportunities? She suggested measures should be in place to engage working with tribal people.
- k. Rebecca said we cannot have diversity without inclusion. She touched on “unconscious bias” and mentioned that CMS Live Conversation website addresses specific conversations about diversity and inclusion.
- l. Rebecca mentioned to the Council that she and Director Forde recently participated in conversations with the Shriver Center of Poverty. She said the conversation talked about Fair Access to Justice Racial Equity and how poverty is connected to economics and healthcare.
- m. Rebecca suggested CMS and agency recruitment teams talk with Native American organizations and their main point of contacts to share information about state employment opportunities. She said we can go beyond Universities/Colleges. Nicole Boyd said the Council can help with that effort.
- n. Rebecca noted that career advancement is important and said CMS can partner with the Council to set up skillsets. Rebecca will follow up with an action plan.
- o. Council member Kim Vigue said they recruit Native American teachers through the Department of Interior, Bureau of Indian Education, and the Bureau of Indian Affairs.
- p. Council member Susan Stanley said they recruit throughout the State of Illinois workNet Centers and Community Resource centers and have found them to be effective.
- q. Council member Wendy White Eagle recommended recruiting through the Chicago Native American Center. She also inquired if Human Resources staff are familiar with Tribal ID’s as a way to provide information about the Native American pedigree because they are different from other Ethnic Groups.
- r. Council member Nichole Boyd said in some cases additional points are given if Native Americans are underrepresented.
- s. Lourdes Rodriguez said DCFS has a monitor compliance on Ethic Groups and mentioned employees self-disclose their ethnicity. However, there is no verification process to actually identify the true nature of an employee’s ethic background.
- t. Council member Pam Silas suggested we reach out to the targeted community organizations with creative marketing materials. She recommended recruiting at colleges/universities that have diversity programs for Native American students and suggested looking at Internship programs that target Native American students.

5. Council Discussion Items – Andrew Johnson

- a. Chair Andrew Johnson said the Council welcomes the opportunity to participate in the Hiring Reform process.
- b. Rebecca informed the Council the new Hiring Reform will launch in 2021 and that she will coordinate communication updates between the Council members.

- c. Rebecca shared with the Council there are no By-Laws in place currently. She is working with CMS's legal team to get official By-Laws to the council members.
- d. Legal Counsel Terrence Glavin clarified the meaning and relevance of Robert's Rules of Order as it relates to the voting process among the Council.
- e. Chair Andrew Johnson stressed the importance of reaching out to relevant Native American organizations. He stated there are thousands of people that attend "Pow Wows" and suggested that would be a great way to participate in recruiting outreach events/activities.
- f. Chair Andrew Johnson said he wants to give special thanks and appreciation to all the people involved in getting the Native American Employment Plan Act established. He expressed special thanks to State Senators, State Representatives, and other Legislators, as well as CMS staff that supported the Plan.
- g. Chair Andrew Johnson wants to schedule a meeting with the Director of DCFS to address the concerns mentioned by Council member Pete Poirot regarding the Indian Child Welfare Act.
- h. Chair Andrew Johnson recommended a letter be sent to the Director of DCFS requesting a meeting.
- i. Council member Wendy White Eagle made a motion that Chair Andrew Johnson proceed with drafting a letter to request said meeting.
- j. Council member Heather Miller seconded the motion, and all Council members were in favor. The motion passed.
- k. Rebecca asked that she be copied on the letter to the DCFS Director. Chair Johnson agreed to keep her in the loop.
- l. Rebecca said they will set up a separate meeting to discuss the New Employment Plan and the relevant numbers. She said there will not be a public meeting until after February 2021 when the Employment Plan is filed with the General Assembly due to the Public Meetings Act.
- m. Rebecca will send a draft copy of what those meetings look like to the Council. She said that it is a requirement of the State to report how it is performing in the recruitment and hiring of targeted, diverse and protected classes.
- n. Chairperson Johnson said they look forward to receiving it for review.

6. Public Comment - None

7. Adjournment

A motion to adjourn was made by Wendy White Eagle. The motion was seconded by Pete Poirot, and the meeting was adjourned at 12:00 p.m. CST.