



NOTICE

Native American Employment Plan Advisory Council

Quarterly Meeting – Via WebEx
February 17, 2021 10:00 A.M. – 12 P.M.

[WebEx Meeting Recording](#)

1. **Call to Order** – Andrew Johnson, Council Chair

2. **Roll Call** – Mark Mahoney

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
Central Management Services	Mark Mahoney Jake Altman Gale Alston Barbara McDonald Mayra Magana Herbert Johnson Terry Galvin Ivan Ramirez			X
Department of Children and Family Services	Nancy Rodriguez Christopher Towers			X
Illinois Department of Human Services	Krista Culberson Carlos Charneco			X X
Illinois Department of Innovation and Technology	Vicky Simpson			X
Illinois Department of State Police	Hector Alejandra			X
Illinois Department of Employment Security	Angela Millsap			X
Dept. of Juvenile Justice	Jim Crowley			X
Department of Aging	Cheryl Barrett			X
Dept. of Commerce & Economic Development	Diana Alfaro			X

18 CMS Staff and other State Representatives attended this meeting.

c. General Public

Dr. Dorene Wiese attended the meeting

- d.** The meeting started with a prayer, which is customary. The prayer was led by Chair, Andrew Johnson.
- e.** Chair Johnson said approval of the 4th Quarter minutes would be deferred until the council members review them. He suggested approval of the minutes be made at the next council meeting scheduled for May 26, 2021.

3. CMS Update on General Assembly Report – Mark Mahoney

- a. Mark made an announcement that Rebecca Roussell was no longer with CMS.
- b. Mark informed the council members that the Employment Plan had not been submitted to the General Assembly on February 1st 2021 as it was being currently reviewed by the Governor. He let the members know it will be sent to the members after it is finalized.
- c. Chair Johnson asked if there was any indication as to the time frame as to when the Employment Plan would be approved?
- d. Mark said he would give them an update as soon as possible.
- e. Chair Johnson said he wanted to make sure the Employment Plan goes out to their respective communities. Mark also mentioned the Plan would be posted on the State of Illinois Website.
- f. Mark assured the council members that the Employment Plan would be ready for submission to the General Assembly on February 1 2022.

4. Council Discussion Items – Andrew Johnson

- a. Member White Eagle requested her email address be updated. Barb McDonald said that it was updated following her email request.
- b. Chair Johnson said he looks forward to being in receipt of the 2020 Employment Plan and agreed with Mark that it will be filed with the General Assembly next year on February 1st.
- c. Chair Johnson gave an update on their January 2021 meeting with DCFS Chief of Staff Mr. Jason, and also with Director Smith. He said topics of discussion are being reviewed and revised. There was also a discussion on the DCFS Hiring Sequence.
- d. Chair Johnson said CMS gave an update on the change on terms. Tribal members reintroduced terms and said 45 people will need to reapply.

Jake Altman mentioned there may be an issue converting required memberships vs. preferred overall points because of the impact of eliminating someone from the candidate pool. He further stated that when DCFS job postings went up at the time the State switched over to a Success Factors Recruiting Platform and unfortunately DCFS extended posting period was not accepted because it had closed out on the former NEO Gov system.

New members criteria and suggestions

- i. Member Silas noted that when you have a position of Tribal qualifications why did we down grade the position?
- ii. Jake Altman said that is more of a legal question and they will have the legal team look into it.
- iii. Member Silas said this is a good pilot for them to have two full time positions that should be native based.
- iv. Counsel Glavin said if acceptable they will provide feedback to the council.
- v. Mark mentioned it is important to communicate effectively to get the job done.



- vi. Member Silas suggested if the Legal staff do their homework and provide legal insight that will be good because she doesn't want two potential Tribal Hires to fall short. Counsel Galvin noted her concern.
- vii. Member Stanley with the California Indian Manpower Consortium (CIMC) said that qualified Indians will be given preference if native preferred. If native American candidate are qualified they will be chosen. On their job descriptions they indicate Native American preferred.
- viii. Council Johnson said they received 48 reply's which is a terrific number to hear he looks forward to continuing.
- ix. Chair Johnson said they want to have a Rutan review. He wants to know if Native America's will be part of the interview process.
- x. Member Silas asked if there is an affiliation of Indian Culture.
- xi. Member Stanley said a Tribal ID is submitted to service members of recognized tribes and descendants (SOMETHING ELSE GOES HERE)
- xii. Member White Eagle directed her concern to Chair Johnson saying they are walking a fine line here and that its important to get their community involved in the Employment Process. She asked if there is a way we can make sure people are on the interview panel? She said Tribal requirements are a blood line more than a quarter. (CLARIFICATION NEEDED) She feels it is important to have representation on the Interview Panel to ensure proper filling of positions.
- xiii. Member Kim Vigue asked if there is a ranking system for the positions for Native American Caseworkers if the Native American has more experience like they do with Veterans.
- e. Jake Altman answered her question by stating "Success Factors" are set up in the application set up to the preferences they are all weighted. He said the ranking is most important to least important.
- f. Member Boyd said she is available to assist with opportunities (NEED MORE CLARIFICATION)
- g. Counsel Galvin said it is good to get input from the community to get it right. Member Boyd asked are you talking about experts inhouse? (NEED MORE CLARIFICATION) Counsel Galvin said that CMS have lawyers who are knowledgeable of the entire gamut of the hiring process. Member Boyd agreed it is important when working with the Tribal Community to be knowledgeable on Tribal nuances.
- h. Counsel Galvin said he welcomes the opportunity to further discuss any nuances though a meeting he can coordinate.
- i. Chair Johnson asked if there are any council members that would be willing to sit in on that meeting? Councils Boyd, Silas, and Vigue agreed to participate in the meeting. Counsel Galvin said he will add additional attorney's to the meeting whom they can also meet with. Member Boyd suggested Interviewers be included in the meeting to understand tribal ways.

Establish committee to draft by laws



- j. Chair Johnson asked if there are any volunteers to draft by laws. Member White Eagle agreed.
- k. Counsel Galvin said he will also be apart of that working group and asked who will be the point of contact?
- l. Member Silas said not to reinvent the wheel, she will do research on what other states are doing.
- m. Attorney Galvin advised her to make sure it incorporates Illinois Law. He said they can work off of a template and follow Robert's Rule to incorporate into the Bylaws.
- n. Member White Eagle said she will take the lead on that.
- o. Chair Johnson said he will also be on the Committee.
- p. Member Boyd said working with the Tribal Community it is important to be knowl

Plan for the remainder of 2021 – goals, metrics, departments, meetings, etc.,

- q. Chair Johnson said they could have a brain storming session. He mentioned some key points such as A) how can they be involved in the Rutan process? B) Can they put together a Team Building exercise? C) Thoughts on what they might do the remainder of the year.
- r. Member Silas responded she wants to meet with the Department of Corrections in terms of what they can (NEED FURTHER CLARIFICAION) She also suggested highlighting profiles set up for media that showcase successful careers)
- s. Member Vigue said they cant's underestimate the important of that and Member Silas said she will help out. She also suggested they target a few agencies only.
- t. Chair Johnson said it's a good idea to highlight successes. Member Silas said her department can help out with marketing. He asked Member Silas if there is anything CIMC might be able to showcase their heritage and also showcase if anyone was hired into a government entity.
- u. Chair Johnson ask if there are any job fairs coming up?
- v. Mark Mahoney said the goal of CMS is to expand participation in Virtual Job Fairs and that way CMS could be more targeted in recruiting. Jake Altman agreed.
- w. Member Silas said there is an outreach event in March and it is specific to Native Americans.
- x. Member Miller said there is a a Chicago Disability Job Fair March 9 and its virtual. (MORE CLARIFICATION NEEDED)
- y. Mark Mahoney said the new hiring process is transitioning rapidly and that some things will change overtime with the new hiring process. (MORE CLARIFICATION NEEDED)
- z. Chair Johnson said they need to now more specifically what the new process is. Mark asked is they want it in the next meeting? All the members responded yes.
- aa. Jake Altman gave insight about Bargaining Union positions within state government and added they represent 95% of positions and said they are covered by a Labor Organization.

- bb.** Chair Johnson said he would like to focus on Team Building and said he could send out something for the committee and CMS. He further asked if he could be provided with the names/liaisons. Mark said he can help with that.
- cc.** Mark cautioned to be careful with that due to the open meetings act. Counsel Galvin said Mark makes a good point regarding that to maintain compliance with State Government. (MORE CLARIFICATION NEEDED)
- dd.** Council White Eagle suggested when communicating with agencies that they look at budget dollars by Departments vs. reaching out to each one. They are looking to achieve “greater awareness” because the bigger budget agencies can have more people so they can focus their efforts. Chair Johnson agrees that would be good feedback. (NEED MORE CLARIFICATION)
- ee.** Chair Johnson inquired how long are their terms”? Counsel Galvin said he will confirm and follow-up with him. Chair Jonson said that information will be included in the By Laws.
- ff.** Nancy Rodriguez of DCFS said they anticipate job postings to go up February 19th and emphasized they will have a Native American focus. She said two Public Service Administrator positions will be posted.
- gg.** Chair Johnson said he will contact other organizations including Tribal Nations they are working with to ensure they receive proper logo’s to send out with the employment opportunity announcement.
- hh.** Chair Johnson asked if the DCFS positions being posted were additional to the two other positions on the table.
- ii.** Nancy responded if they see the postings right away it will give the committee more time to recruit.
- jj.** Member Vigue said they should send out memo to introduce the council members and the importance to send it to the Tribal Organizations; Newspapers; etc., to build relationship to do outreach. She will help to get the word out.
- kk.** Chair Johnson said it will send the information to Mark to get information and to work through it. (MORE INFORMATION NEEDED). Chair Johnson asked if there was any objections. There were none. (NEED MORE INFORMATION)

5. Public Comment – None

6. Adjournment

Member White Eagle motioned to adjourn the meeting, Member Stanley seconded and the meeting was adjourned at 11:25 a.m. CST.