



NOTICE

Native American Employment Plan Advisory Council

Quarterly Meeting (#2) – Via WebEx
May 26, 2021 10:00AM-12:00PM

[WebEx Meeting Recording](#)

Minutes

- I. **Call to Order** - The meeting was called to order at 10:05A.M. by Andrew Johnson, Council Chair. Chair Johnson led the meeting with a land acknowledgement and 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 Beaudet			X	
Poirot, Pete				X
Silas, Pamela			X	
Stanley, Susan			X	
Vigue, Kim			X	
White Eagle, Wendy			X	

Total: 7 members present, 2 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			X
	Anthony Pascente			X
	Barbara McDonald			X
	Terry Glavin			X
	Julie Langrehr			X
Department of Children and Family Services	Jose Lopez			X
				X
Illinois Department of Human Services	Amelia Galvin			X
				X
Illinois Department of Innovation & Technology	Vicky Simpson			X
Illinois Department of State Police	Hector Alejandra			X
Illinois Department of Employment Security	Angela Millsap			X
Department of Juvenile Justice	Jim Crowley			X
Department of Aging	Cheryl Barrett			X
Department of Commerce & Economic Development	Diana Alfaro			X
Illinois Dept. of Financial & Professional Regulations	Temi A. Bennett			X

Total: 19 CMS staff and other Agency Employees attended this meeting.

C. Public None.

III. Council Discussion Items – Chairman Johnson

- A. Chair Andrew stated an initial draft of the Native American Employment Plan Advisory Council Bylaws was sent to council members and CMS staff on 5/19. He asked if any CMS had any comments or feedback. Chair Andrew asked if they sign off as an individual council or does CMS have to approve?
- B. Member White Eagle recommended they go over the Bylaws and submit a final draft at the next council meeting.
- C. Attorney Lakhani stated CMS could review the final draft and follow up with them at the next council meeting.
- D. Member Attorney Beaudet provided an overview of the Bylaws draft presented with his comments.
- E. Chair Johnson asked CMS legal team if the Bylaws were to be adopted? Attorney Julie Langrehr said if the council voted on the approval of them then they could be adopted.
- F. Chair Andrew gave an update and discussion of the DCFS ICWA Specialist position. He stated he was disappointed that they were not informed nor kept up to date on the status of the position being posted and that interviews are only occurring now. The council would like to see Native American hires into DCFS positions that support their community.
- G. Chair Johnson asked DCFS how many applicants applied. Jose was unable to state the specific number of applicants but said the new hiring process in effect was making the selection process more time consuming. He said candidates have 5 days to respond to their preferred interview times.
- H. Chair Andrew said there has been a lot of empty promises from DCFS because the information provided to them makes it hard to report back to their community. He is looking to get position vacancies filled with qualified Native American candidates because it is affecting their communities.
- I. Sarah Kerley stated there has been changes to the hiring process resulting in hiring procedural problems. She stated the State of Illinois had a hiring freeze. She said the council had every opportunity to be disappointed with DCFS hiring process but that it is not their fault. Sarah apologized for the inconvenience. She is hopeful they generate a qualified pool of candidates. Sarah stated that CMS has not met expectations but is working with DCFS on moving forward. She said she work on prioritizing the process. She will have communication with Personnel Officers of DCFS and streamline the process on the back end.
- J. Member Wendy White Eagle asked Attorney Matthew Beaudet to give the council an update on the drafted Bylaws.
- K. Attorney Matthew Beaudet suggested in correspondence to the council on May 24, 2021 that some on some of the items the council needs to separate the duties that the statute gives to CMS and the duties that the statute gives to the NAEPA. His correspondence stated that while we work in cooperation and coordination, the statutory duties given to CMS and the NAEPA are not always joint or interchangeable. Other items identify fiduciary duties which are already legal

duties that we as appointees are subject to under the State Officials and Employees Act, and they should not be repeated in language or terms that may vary from the Act. Other items have legal issues. He said the NAEPA has the express powers granted to it in the enabling statute and that they lack any inherent powers which means they cannot exercise power that is not expressly granted to them in the enabling statute. There are other items that would run contrary to the First Amendment. The NAEPA is a public body conducting public business and our meetings are a public forum subject to the First Amendment. Attempts to limit speech or limit the content or even the tone of speech at a public forum generally run afoul of the First Amendment.

- L. Radhika Lakhani gave an overview of what Bylaws are to achieve.
- M. Wendy White Eagle said all the comments made by Attorney Matthew Beaudet would be taken into consideration and the modifications as well. She said she can do the work.
- N. Nichole Boyd asked if residency requirements will be included in the Bylaws? Chair Johnson said they have no legal action to require residency, that topic and decision would be up to the Governor.
- O. Pamela Silas wants to make a formal request for voting. Julie Langrehr said she will look into a request for voting and update the council accordingly. She suggested they create accessibility to the community and build an understanding. She said she will advocate for that. She mentioned having tribal leadership on the council is an interesting idea, but the council members have influence. She said they love intergenerational representation. She suggested they do a Native centric outreach event.
- P. Chair Johnson asked if they could come up with wording on how a Chairperson will be elected.
- Q. Attorney Matthew Beaudet recommended the council elect a Vice Chair or Secretary to conduct council meetings in lieu of the absence of the Chair.
- R. Member White Eagle suggested that Chair Andrew and Attorney Matthew Beaudet have a meeting about finalizing the Bylaws.
- S. Chair Andrew opened the floor for a discussion of the process of collaborating with agencies to enhance Native American employment & promotions (strategies, setting goals, outreach etc.,)
- T. Kim Vigue asked if the state is conducting any virtual recruiting and outreach events. Barbara McDonald responded that CMS has an upcoming virtual Citywide Job Fair on 6/4 with the Chicago Urban League.

- U. Pamela Silas asked if they could get some Native images on the State's web page so folks see themselves. She also gave information on the California Indian Manpower Consortium, Inc. as a valuable recruiting source.
- V. Vickie Simpson from DoIT asked if she could share their employment opportunities with council members so they can share them among their network.
- W. Attorney Matt Beaudet said skilled trade jobs would be a pipeline to tap into. He said there is a shortage of skill trades people in the U.S. and the trades are eager for young people to enter their apprenticeship programs. Most of the state skilled trade jobs require that the applicant complete an apprenticeship program. Two great groups for us to work with is HIRE360Chicago and CISCO (Construction Industry Services Cor). He said HIRE360 focuses on getting people of color into the skilled trades and works with the electricians, plumbers, iron workers, teamsters, operating engineers, stationary engineers, sheet metal workers, masons etc.,

IV. CMS Discussion

- A. Mark Mahoney introduced CMS Deputy Director, Pamela Santoyo-Marin to council members. He also presented via a power point presentation on Current State Employee Headcount update. He mentioned to the council that they will receive an update on the number with each meeting.
- B. Sarah Kerley gave a power point presentation and Q&A to the council on the State Hiring Process.
- C. Chair Johnson asked how recruitment works? He said University of Illinois and Northwestern University are good recruiting sources.
- D. Attorney Matt Beaudet said we should build Trade Connections and recommended we reach out to HIRE360 Chicago and CISCO (Construction Industry to recruit people of color into skilled trades and works with the electricians, plumbers, iron workers, teamsters, operation engineers, stationary engineers, sheet metal workers, masons, etc.,
- E. Member Pamela Silas wants to do more as an employer to get Native Americans hired. She said native organizations should be used as a recruitment source. She suggested the council start planning a job fair for August/September. Member Susan Stanley agreed with Member Silas. They should be doing more on getting the word out about recruiting qualified candidates.
- F. Member Wendy White Eagle wants to do a job fair for the Native American community. She suggested we get creative as possible to get Native Americans hired.



- G. Barbara McDonald mentioned since there was a quorum if the council could approve the 1st Quarter minutes of the February 17, 2021 meeting.
- H. Mayra Magana reminded the members to submit their Ethics Trainings certificates of acknowledgement before the June 4th deadline.
- I.
- V. **Public Comment** - No comments.
- VI. **Adjournment** – Member Susan Stanley made a motion to adjourn the meeting. Member Wendy White Eagle seconded the motion, and the meeting was adjourned at 12:03 PM.