

## Native American Employment Plan Advisory Council

Quarterly Meeting (#3) – Via WebEx  
August 18, 2021, 10:00AM-12:00PM

### [WebEx Recording](#)

### 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 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, Pamala M.			X	
Stanley, Susan				X
Vigue, Kim			X	
White Eagle, Wendy			X	

Total: 5 members present, 4 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	Jake Altman			X
	Patricia Santoyo-Marin			X
	Sarah Kerley			X
	Katrina McCarver			X
	Corey Anne Gulkewicz			X
	Barbara McDonald			X
	Radhika Lakhani			X
	Allison McFarland			X
	Valerie Cowen			X
	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			X
Department of Juvenile Justice	Jim Crowley			X
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			X

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

**C. General Public. No public attendees.**

### III. CMS Discussion

- A. Announcement of New Deputy Director of Personnel, Corey-Anne Gulkewicz
  - 1. Chair Johnson turned the meeting over to CMS Deputy Director of Diversity & Inclusion, Patricia Santoyo-Marin, to make CMS announcements.
  - 2. Patricia introduced the new CMS Deputy Director of Personnel, Corey Anne Gulkewicz. Corey Anne made introductory remarks to the Council members.
- B. Update on Native American Coordinator position and discussion about how to promote it.
  - 1. Patricia provided an update that upon review of the statutes, CMS was granted an opportunity to hire for a “Native American Coordinator” position. She stated they are looking at the parameters internally and that the role will be in a similar capacity as the roles held by Barbara McDonald and Mayra Magaña as a Human Resources Specialist. Patricia asked the Council for recommendations as to how to best promote and post the position.

Chair Johnson and Member Wendy White Eagle recommendations were led on the importance of having the position to be held by a person who is tribally enrolled. Member Matthew Beaudet provided an overview and definition of the Native American ethnicity as defined by the Illinois Department of Human Rights and an Equal Opportunity Employer.
  - 2. Sarah Kerley, Chief Administrative Officer, thanked the Council and acknowledged there is work to be done. Sarah suggested there should be some mention/announcement of the 1<sup>st</sup> year anniversary of the Native American Council being established and its mission to the community to raise awareness.
  - 3. Chair Johnson suggested an invite be sent to the Governor’s Office requesting he stop by their Native American Pow Wow, on October 8<sup>th</sup> of this year. Chair Johnson stated it would be a great platform to promote the Council and the Pow Wow. Patricia mentioned CMS sent out a survey to hiring agencies to solicit their feedback on how best to recruit Native Americans. CMS now has deliverables to set both short-and long-term goals to meet those deliverables.
  - 4. CMS requested to have the Council Chair meet with the Chief Equity Officer from the Governor’s Office. The Office of Equity will be invited by CMS to join in future council meetings.
  - 5. Member Pamala Silas recommended more be done about transparency to get approved minutes out to the community for their review and to raise awareness of how the Council is actively engaging on behalf of the community. Patricia stated CMS aims to post the minutes on its website

per the Open Meetings Act. Patricia will be actively engaging the marketing team that can promote and highlight the goals and objectives of the Council.

6. Chair Johnson recommended quantitative data be presented so they can share information on key positions. This activity will show things are in place for promoting the needs and values of Native American community.
7. Mayra Magaña reminded the Council members about mandatory training under the Ethics Act (Annual Harassment and Discrimination Prevention Training) with a September 30<sup>th</sup> deadline for completion, and training in October 2021 for Security Awareness.

#### **IV. Council Discussion Items – Chairman Andrew Johnson**

##### **A. Bylaws**

1. Chair Johnson asked that Council member Matthew give an overview of the Native American Bylaws that was presented as a model by the CMS legal staff and included as part of the attached agenda item. Member Matthew stated Bylaws are meant to be short. He also discussed how a Chair is selected following Robert Rules.
2. Chair Johnson highlighted the purpose of the Council and inquired about the status and involvement of Ex-Officio's in the Council meetings. Chair Johnson advocated for non-inclusion of Ex-Officio's in the voting process. Mayra responded about the status of Ex-Officio's on the Hispanic Council. She stated they are board members but counted as separate from any council making decisions. CMS Legal Counsel Allison MacFarlane gave an overview about the roles of Ex-Officio's as it relates to Robert's Rules and what constitutes a quorum of members present. Chair Johnson and member Matthew will finalize details on the intent of the 11 Member Council. Chair Johnson mentioned he can take the initiative on any language changes needed in the Bylaws. Chair Johnson asked for a vote on approval and/or amendment of the Bylaws given there was a quorum. Member Wendy made a motion to adopt the Bylaws as submitted and Member Matthew seconded. The Bylaws were approved by the Council.

##### **B. Feedback on DCFS ICWA Specialist Position**

1. Chair Johnson asked for feedback on the DCFS ICWA Specialist position. Jake Altman, CMS Assistant Deputy Director of Personnel, provided an update he stated there are two tentative offers on the table. Chair Johnson stated they have been working with DCFS to fill vacancies critical to the Native American community. He requested greater transparency on the subject. DCFS Representative Jose Lopez reported there are two Native Americans hired and mentioned their individual respective tribes. Chair Johnson was excited about the news of the Native American hires and

requested to meet with them as soon as possible. CMS will facilitate this meeting once candidates are onboarded.

- C. **Update on HR0260– Audit DCFS Indian Children**
  - 1. Chair Johnson deferred the update on HR0260-Audit-DCFS-Indian Children. He will circle back around with an update.
- D. **Discuss the process for collaborating with agencies to enhance Native American employment & promotions (strategies, setting goals, outreach etc.)**
  - 1. Chair Johnson asked that a discussion be raised regarding collaborating with hiring agencies to enhance Native American employment & promotions (strategies, setting goals, outreach, recruitment, etc.). He asked how the Council can work together in promoting public outreach/recruitment activities and how best to share public and educational forum information within the Native American community. Patricia shared that CMS hosts a Monthly Statewide Agency Recruitment Discussion and that on November 16<sup>th</sup> they will be featuring the Native American Employment Plan Advisory Council and other corporate partners to lead a discussion on best practices to attract interest in employment opportunities from the Native American community. Jose Lopez from DCFS suggested the Native American Council conduct a half day virtual workshop session (“Professional Day”) and to connect this initiative with State Universities. Chair Johnson agreed and proposed forming a subcommittee to do a Professional Day in 2022. Council member Pamela Silas agreed to serve on this subcommittee. Chair Johnson asked if there is a process in place to share information about their cultural outreach events, specifically information on the upcoming October 8<sup>th</sup> Pow-Wow. CMS will facilitate sharing of information and invitation for State of Illinois to join Native American events. Patricia indicated CMS and the Council could work together to share information on CMS University to promote their events and to raise awareness among the hiring agencies about their initiatives. CMS would invite all agencies to join in on promoting Native American calendar events. Chair Johnson appreciated the recommendation.
- E. **Plan for Native American Heritage Month in November. Collaborate with hiring agencies.**
  - 1. Joseph McKeown, representative of the Illinois Department of Commerce and Economic Opportunity, Office of Minority Economic Empowerment agreed to work with the Council on promoting Native American Business owners in November to promote Native American Heritage Month. Chair Johnson wants to highlight a successful Native American business or educational group to target for the DCEO “Back to Work” business grant. Chair Johnson is excited about this collaboration with DCEO. Chair Johnson stated he will work with the DCEO Representative to promote

Native American businesses and community organizations. Chair Johnson also recommended an eBlast be sent to hiring agencies and communities to highlight Native Americans and their achievements in the communities.

**F. Educational opportunities to inform departments about Native American (Indians 101)**

1. Chair Johnson recommended that CMS and the Council work with agencies within the State to ensure they understand the culture of Native Americans through Native American 101 training.
2. Member Kim suggested an email blast be sent out to all state agencies and community organizations to promote free job postings and Native American publications. Kim suggested she will spearhead this initiative.

**G. Reporting on Census Data on Native Americans**

1. Member Matthew proposed the Council work together to put out a press release to be sent to the mainstream media to give them more insight into the Native American community. Chair Johnson agreed and recommended a press release be put together with all of the Council Member signatures for distribution to the media. Member Wendy will chair this initiative.

H. Chair Johnson asked about the status of the recommended appointment of Melodi Serna, Executive Director of the American Indian Center to the Council. Patricia mentioned she is reaching out to the Governor's Office and will provide an update as information is unveiled.

I. Chair Johnson stated that the minutes of 5/26/21 needed to be amended with a few line items prior to approval by the Council. Mayra noted Member Pamala Silas had signed off before the minutes could be approved. Chair Johnson stated the 5/26/21 minutes could be revisited at the next council meeting.

**V. Public Comment** –No public in attendance.

**VI. Adjournment** – Chair Johnson requested that a motion be made to adjourn the Council meeting. Member Wendy so moved, and Member Kim seconded the motion. The meeting was adjourned at 12:03 P.M.