



Latino Advisory Council
Middle and Upper Management
Leadership Summit
1701 S 1st Avenue Maywood, IL
December 9, 2015

Chair-Person:

Alex Medina

Chair-Elect:

Norma Machay

Scribe:

Jennifer Contreras

DCFS Members:

Carmen Alvarez
Glendy Aponte
Juanita Calderon
Claudette Gomez
Miriam Mojica
Julia Camacho de M.
Rebecca Crnovich
Beatriz Ramirez
Nancy Rodriguez
Dulce Ramirez

POS Members:

Yeni Jimenez
Ana Maria Osoria
Karla Soriano

Ex-officio Members:

Jose J. Lopez, OLS
Lourdes Rodriguez,
Burgos Coordinator

Sub-committees:

Child Safety and
Permanency

Community Risk
Reduction and
Staffing

Data validity and
Disproportionality

Strategic
Communications

Latino Family
Institute

Summit began: 2:32pm

LAC Members Present: Alex Medina, Jennifer Contreras, Norma Machay, Yeni Jimenez, Julia Camacho D. Monzon, Nancy Rodriguez, Karla Soriano, Carmen Alvarez, Rebecca Crnovich, Juanita Calderon, Dulce Ramirez, Nancy Rodriguez, & Miriam Mojica.

SPSAs and PSAs Present: Richard Echevarria, Daniel Fitzgerald, Sylvia Fonseca, Madeline Gonzalez Garcia, Andrew Martinez, Roi Montalvo & Veronica Resa.

Excused: Beatriz Ramirez & Glendy Aponte

Guest: Sydnie Juarez

Absent: Ana Maria Osorio & Claudette Gomez

Ex-Officio Members: Jose Lopez & Lourdes M. Rodriguez

A. Welcome- Vision Casting

- Introductions of LAC and PSAs who are present at today's summit.
- LAC members are honoring PSA members and celebrating them for hard work and accomplishments with DCFS.
- Lourdes said how for years, they have been wanting to establish a LAC summit because she felt that there was some conflict and she wanted all Hispanic employees to get together and be supportive and empower one another. Lourdes is glad that we have come together and have begun this journey.

B. Structural expansion via internal/external partnership

LAC and PSAs together should be making a macro partnership throughout the state. It has not taken place in the past due to miscommunication among one another.

Attendees were asked: What would your role be as a macro membership and what kind of commitment can you bring to the table?

1. Internal

a. Geographical Delegations

- Norma Machay (Northern) and Glendy Aponte (Rock Island) are willing to reach out to the Hispanic employees in their area.

b. Divisional

- DCFS Communications department & Legal department should be the key point players to assist in the macro expansion.
- **Action Plan:** Daniel stated he has a relationship with Erin Knowles and Lourdes will reach out to Maria Moreno to discuss expanding relationships with LAC. Alex agreed to reach out to Administrative Law Judge, Sadzi Oliva.

2. External

a. POS agencies:

- POS agencies that have Burgos contracts should be approached and invited to LAC summits.
- Sylvia stated how working in case assignment, she notices how POS agencies cannot fulfill their contract and cannot accept cases due to no bilingual workers and as a result, cases return to DCFS.
- Yeni said it will be good to educate upper management in POS agencies to explain Burgos contract and the needs of our employees.
- **Action Plan-** Looking into the POS agencies that have a Burgos contract and engage them.

b. Advocacy Centers:

- Julia reported how the Birth Parent Council meets at the advocacy center and receives their support.
- **Final Action:** Dulce, Julia, Norma, Yeni, Karla and Jose can reach out to POS and Advocacy centers for Foster Parent recruitment and engagement.

c. Colleges and Universities:

- Several colleges and universities in Illinois have a CWEL contract with the department.
- **Final Action:** Yeni, Lourdes, Alex, Jose, Sylvia and Madeline will explore colleges and universities in the areas to address a certification program for licensing representative's credentials. (Action on hold until proper approval.)

C. Crisis currently affecting Latino/Bilingual Children and Families

1. Home of Relative Placements:

- Tabled

2. Lack of available Burgos Homes:

- Children and youth have been placed in shelters and/or culturally inappropriate homes.
- Miriam reports that she is receiving a lot of F.P. inquiries but the department does not have Spanish speaking licensing workers and as a result, cannot complete licensing applications.
- Acting Director Sheldon asked Daniel Fitzgerald to reinstate the *Diversity and Recruitment Committee*. He received grades for licensing reps and eligibility list. The committee is meeting monthly and is beginning to see outcomes. Per Daniel, Dennise Murry said she is committed to train new employees.
- **Final Action-** Miriam has a meeting with upper management on 12/10/15 to discuss foster parent issues.
- **Final Action-** Identify how many potential licensing homes have been lost and reasons why. Veronica will like to get their emails in efforts to send out a survey of why they were not able to complete the licensing process.

3. Day Care Licensing

a. Cook and Waukegan region:

- Per management decision, Child Link is the only agency that will be able to take in children that are in the shelter. Children 0 to 6yrs old cannot be placed in the shelter. “After hours protocol”
- **Final Action-** Daniel stated he wants to have the accurate information regarding the “After hours protocol” and address this matter with DCFS management.

D. Delegation reports

- Veronica brought up how DCFS needs to get back their relationships with other organizations that have been financially supportive. Presently, Veronica stated that Acting Director Sheldon has good relationships with current organizations and funding may be coming in.

E. Macro Commitment-Action Items for 2016

- See Above

Meeting Adjourned: 3:45pm