



**Hispanic Employment Plan Advisory Council Meeting**

*Minutes*

**January 23, 2015 1:30 P.M. 3:30 P.M.**

**JRTC, 100 W. Randolph Suite 16-100, Chicago, IL**

**Video Link**

**State Capitol (205 State House), Springfield, IL**

Chair Gilberto Romero calls the council meeting to order at 1:40pm.

Roll Call:

Council members in attendance: Gilberto Romero, Adrian Soto, Christian Roldan Santos, Dolores Tapia, Jaime Garcia, Diane Sanchez, Roberto Sepulveda.

Absent Council members: Roberto Sanabria, Elizabeth Ortiz, Guadalupe Preston

Agency Ex-oficio: Sylvia Villa (DHS), Carlos Aparicio (HFS), Daniel Fitzgerald and Lourdes Rodriguez, (DCFS), Juana Ballesteros (DPH), Anna D'Ascenzo (IDES), Ivan Barajas, (IDOT) Hector Villagrana (DHR).

Absent Exoficio: Fernando Chavarria, IDOC, Roseanne McNamara (Aging), Paul Orama, (DCEO).

Non-council members in attendance: Carlos R. Charneco, Chimaobi Enyia, from Central Management Services, Marcos Peterson from Governor's Office, Jesus Solorio from Lt. Governor's Office, Richard Tapia from IL Board of Higher Education, Jose Lopez from Illinois Association of Hispanic State Employees, Denise Martinez and Veronica Reyes from the Illinois Latino Family Commission, Lilian Jimenez from Dept. of Labor, Manuela Hernandez from the Attorney General Office.

Minutes from December 5, 2014 Council meeting:

Chair Romero called for motion to accept the December minutes:

Adrian Soto motion by to accept the minutes and second by Diana Sanchez. Voice vote taken with 7 yes votes, motion carries.

Carlos Charneco provided council update on state workforce:

At the end of 2014 Hispanic workforce in code positions was 2,444 which is an increase from 2013 where Hispanic workforce was 2,161.



The number of bilingual Spanish staff in coded positions also rose from 1,176 in 2013 to 1,301 in 2014. The number of senior management jobs (Senior Public Service Administrator) increased from 81 in 2013 to 97 in 2014.

The number of Public Service Administrator positions increase slightly from 129 in 2013 to 131 in 2014.

The number of Hispanic veterans employed in coded positions was 300 which was 3.7% of the total number of veterans.

Council member Adrian Soto commented on the Dept. of Commerce and Economic Opportunity:

### **Department of Commerce & Economic Opportunity Mission Statement**

To raise Illinois' profile as a premier global business destination; and to provide a foundation for the economic prosperity of all Illinoisans, through coordination of business recruitment and retention, provision of essential capital to small businesses, investment in infrastructure and job training for a 21st century economy, and administration of state and federal grant programs.

### **State of Hispanic Economic Development**

According to a report by DePaul University's Driehaus College of Business, the IL Hispanic Chamber of Commerce, and the Center for Hispanic Entrepreneurship done in December 2013 using U.S. Census Data and survey results:

Since 1980 the number of Hispanics in Illinois has grown by 228 percent, from 639,885 in 1980 to 2,098,667 in 2012. As a result of this ongoing growth, the number of Hispanic-owned businesses (HOBs) in Illinois has grown to more than 70,000.

According to the 2012 Population Update the 2010 Census, Hispanics comprised 16.3% of the Illinois population, becoming the state's largest group. However, HOBs represent only 5% of all companies in Illinois. If the state's HOBs were to take in 16.3% of Illinois business receipts and employ 16.3% of Illinois' workforce, reflecting the % Hispanic general population, Illinois HOBs would realize an additional \$240,123,001,201 in annual revenue and would employ 786,853 more Illinois residents.

Between 2000-2010, the Illinois Hispanic population increased 37%, compared to an 18% increase in all other groups combined. Hispanic population growth is anticipated to increase 167% between 2010-2050, compared with only 42% growth for all other populations.

### **Feedback on 2015 State Hispanic Plan Survey**

5 Latino senior staff were just let go from DCEO.

As of June 30, 2014, provide the total number of agency employees include full-time, part-time and LOA's: **408**



Total number of Hispanics employed within each EEOC categories if we add them all up: **21**

Total Employees Hired in FY 14: **34**

Total Hispanic Employees Hired in FY 14: **2**

**Bottom Line:** My recommendation is that DCEO needs serious improvement.

Diana Sanchez commented on the Department of Employment Security:

The survey responses on outreach seem to be the duplicated from the 2013 survey and noted that the DES had few senior staff reporting to the Director.

Anna D'Ascenzo noted that the 15% of the agency workforce at DES was Hispanic.

Denise Martinez commented the need to increase Hispanics in leadership role, in particular in positions in addition the following concerns need to be addressed:

**Concerning the CMS backlog:**

1. ILFC requested that CMS produce a strategic plan to address the existing applications backlog as well as the entire process. CMS should provide 3 month, 6 month, and 9 month benchmarks.
2. ILFC requests notice of upcoming meeting with CMS to discuss this policy development; furthermore, the commission is willing to assist in and participate in preliminary policy discussions with CMS and the Governor's office concerning procedures, policies, and standards (including caseload standards).

**Concerning the Bilingual Needs/Pay Survey:**

1. The Bilingual Needs/Pay Survey - The ILFC suggested to have a meeting with the HEPAC chair and the Governor's office to discuss existing processes/plans. The survey is inaccurate, and does not capture the true practices around language access in agencies reporting.

Marcos Peterson agreed to meet and discuss.

Chimaobi Enyia noted that CMS is looking at some strategies to address the backlog.



Council Member Dolores Tapia indicated the lack of bilingual case workers at DCFS is partly caused by the slow grading process. There is also a lack of Latino leadership at DCFS that is of concerned.

Chair Romero acknowledged the Council's concerned on lack of Hispanics in leadership roles and that Central Management Services, Employment Security, Children and Family Services Commerce and Economic Opportunity, Human Services and Healthcare and Family Services should be top priority for the Governor's office in filling critical positions within these agencies.

The Chair also commented on CMS having some timeline on resolving the grading backlog and implementing a consistent random selection process for the state agencies to insure Hispanics are invited for job interviews.

The Council recommended and Executive Order by the Governor to require agencies to have LEP plans to insure state agencies are accessible to limited English speakers and these plans need to be tracked.

Motion to adjourn the meeting:

Council member Soto motioned to end the meeting, second by member Sanchez.

Voice vote taken with 7 yes votes, motion carries. Meeting adjourned at 3:25pm