Equity task force

Meeting minutes

Date: 12/9/20

Time: 8:30-10:00am

Location: Zoom

Co-Chairs: Ms. Elba Aranda-Suh and Dr. Lisa Bly-Jones

**Members Present:** Diana Alfaro, Bridget Altenburg, Lawrence Benito, Jeremiah Boyle, Peter Creticos, Pat Devaney, Adrian Esquivel, Jamie Ewing, Pastor Ford, Jennifer Foster, LaTanya Law, Jessica Linder-Gallo, Emily Garrity, Laura Gergely, Delmar Gillus, Jr., Teresa Haley, Greg Harle, Aime’e Julian, Jason Keller, Jonathan Lanning, Sergio Mendoza, Angela Morrison, Julio Rodriguez, Carlotta Roman, Emily Rusca, Manika Turnbull, Itedal Shalabi, Daniel Sullivan, Stephanie Veck, Tom Wendorf, Laura Wilhelm

**Members Absent**: Katherine Blank, Morgan Diamond, Antoinette Golden, Jerome Holston, Clayton Pryor, Magdalena Rivera, Andrew Wells, Audra Wilson, Esq.

**Staff Attendees:** Kiersten Baer, Sarah Blalock, Yolanda Clark, Molly Cook, Lisa Jones, Brian Richard, Terah Scott, Martha Smith, Jeannette Tamayo

# Meeting Goals / Objectives:

1. Review the Target Populations that the Task Force will focus on.
2. Review data and data needs regarding Target Populations.
3. Meet in three workgroups (data, policy and program) to begin working toward Task Force goals.

Next Steps:

1. Meet with subgroups in January.
2. Next Task Force Meeting February 24, 2021

| Time | Item | Faciliator |
| --- | --- | --- |
| 8:30 am | Introductions  Ms. Tamayo led roll call, and there was a quorum. Co-Chairs Elba Aranda-Suh and Dr. Lisa Bly-Jones welcomed the Members, and Co-Chair Elba Aranda-Suh invited members Bridget Altenburg and Lawrence Benito to introduce themselves. New member Manika Turnbull was welcomed. | Ms. Jeannette Tamayo |
| 8:35 am | Review of Target Populations   * Dr. Julian reviewed the Target Populations that the Task Force recommended focusing on and those the Governor’s Executive Order #3 focuses on. * Dr. Julian also reviewed Gig Workers as a Target Population. The Task Force members were polled for recommendations on which category on the Target Populations list gig workers should be included in. * The group recommended that gig worker be included in the underemployed/unemployed group. * Ms. Rusca stated in the chat that the vulnerability of gig workers is a concern she hopes the group addresses, especially in terms of structural causes which entice them to string together multiple jobs. * Ms. Altenburg also stated in the chat that she wants gig workers to also have separate data tracked so that they are not as easily lumped in with other groups/forgotten. * Ms. Morrison and Ms. Rusca also expressed concern that the landscape for gig workers may change with ongoing COVID-19 changes. | Dr. Aime’e Julian |
| 8:41 am | Data Review   * Dr. Brian Richard provided an overview of data resources in terms of equity and target populations in the state. * His presentation reviewed current data, asking about data that would be useful for the Task Force, and examples of how data is being used in other states. * Dr. Richard launched four polls during his presentation. The first asked which data the group would like to see inform the work of the Task Force. The group identified that current conditions in Illinois, historic conditions in Illinois, and comparisons with other regions be tracked. * Ms. Rusca suggested that data is also analyzed and tracked regionally within the State. * Mr. Gillus expressed interest in accessing data regarding BIPOC employment and workforce participation in the chat box, as well as looking at the topic of contractors. Dr. Bly-Jones agreed with the importance of considering intersectionality in discussions. * Mr. Creticos warned of focusing solely on educational attainment as a data point and Ms. Veck agreed with his point in the chat box. * The next poll question asked the group which data they would like to see analyzed. They recommended that trend analysis, forecasting based on expected changes, and deeper research questions analyzed. * Ms. Rusca and Mr. Gillus brought up in the chat that we should be looking at data at all points in the ‘pipeline’ from the employer and employee experience. * Ms. Rusca also noted that the P-20 Council is working on equity targets. * Dr. Richard shared examples of data collection in states, such as Oregon and Colorado. Ms. Veck clarified that in Colorado, the Colorado Workforce Development Council is the convener and coordinator across Higher Education. In Oregon, the Higher Education Commission houses the State Workforce Board. * The next poll question asked participants what research would be helpful for the Task Force. They recommended seeing data being used in other states and reviews and summaries of academic studies. * Mr. Benito mentioned that there could be upcoming changes in terms of DACA for the group to keep in mind. | Dr. Brian Richard |
| 9:04 am | Q & A of Data Review   * Dr. Bly-Jones stated that sometimes populations do not have a category of selection, so they are lumped into other categories. She asked what resources we could use for this? * Ms. Shalabi emphasized the importance of Arab Americans being included as their own category in data. * Ms. Tamayo noted that the data workgroup will be looking at what data is available, what is not available and what is not being brought forward. * Ms. Tamayo asked if any industries already track workforce metrics? * Mr. Sullivan explained in the chat that there is a group called the Financial Services Pipeline that tries to increase Black and Latino participation in the industry. They do surveys and look at a lot of data measuring progress. * Ms. Altenburg explained that the Trans population is also often overlooked in workforce data in the chat box. * Dr. Bly-Jones noted that she does not know of a source that includes data for overlooked populations, and Ms. Altenburg noted that she will look for a resource to share. * Mr. Harle explained that construction does have some metrics, but diversity is an issue. * Mr. Mendoza noted that in the Highway Construction Industry there is a program sponsored by DOT to increase diversity in the workforce. | Dr. Brian Richard |
| 9:11 am | Introduce Workgroups   * Ms. Tamayo introduced the three workgroups:   -*Policy*: Examines programs, policies, and practices  -*Data*: Asses and develop education and workforce tools  -*Programs:* Make recommendations on approaches and professional development   * The focus of the groups is on reducing the equity gaps by investing in, providing support to, and taking down barriers for economically disadvantaged populations. * Groups will consider:   -The creation of the final report by the Task Force  -The growth industries identified in the Governor’s 5-Year Economic Development Plan  -The impact of technology, or lack of technology on equality in the inner city and rural areas | Ms. Jeannette Tamayo |
| 9:21 am | Workgroup Breakout Sessions  Workgroups entered breakout sessions, where they set a first meeting day, discussed their priority areas, and answered a common question: “What tactics do you suggest for addressing the most urgent focus points identified for your workgroup; and is there anything we need to discuss further to include in our report?”  Data  Lead: Mr. Dan Sullivan  Staff: Dr. Brian Richard, Ms. Martha Smith, Dr. Yolanda Clark  Members: Lawrence Benito, Antoinette Golden, Jerome Holston, Jonathan Lanning, Carlotta Roman, Emily Rusca, Daniel Sullivan, Stephanie Veck, Andrew Wells  Policy  Co-Leads: Ms. Angela Morrison and Mr. Sergio Mendoza  Staff: Ms. Jeannette Tamayo and Ms. Sarah Blalock  Members: Elba Aranda-Suh, Peter Creticos, Pat Devaney, Jamie Ewing, Kevin Anthony Ford, Jennifer Foster, Jessica Linder Gallo, Laura Gergely, Jason Keller, Sergio Mendoza, Angela Morrison, Maggie Rivera, Julio Rodriguez, Itedal Shalabi, Manika Turnbull, Audra Wilson  Program  Lead: Mr. Adrian Esquivel  Staff: Ms. Molly Cook and Ms. Terah Scott  Members: Diana Alfaro, Bridget Altenburg, Katie Blank, Lisa Bly-Jones, Jere Boyle, Pat Devaney, Morgan Diamond, Emily Garrity, Delmar L. Gillus, Teresa Haley, Gregory Harle, Aime'e Julian, Jonathan Lanning, LaTanya Law-Fountain, Clayton Pryor, Tom Wendorf, Laura Wilhelm | All |
| 9:50 am | Next Steps, Workgroup Sharing   * Mr. Sullivan shared that the data group talked quite a bit about the importance of analysis in addition to receiving data. They set a meeting date in January. * Ms. Morrison noted that the policy group wants to learn more about exclusionary policies in terms of what has left people out or behind. They also want to think about what exists within State policy and to learn what the State might have the authority to change. They will set a meeting date in January. * Mr. Esquivel noted that the program group wants to expand their charge to examine program barriers. They also discussed best practices in terms of program delivery. Their next meeting is scheduled in January. | Ms. Jeannette Tamayo |
| 9:58 am | Public Comment   * There was no public comment. | Ms. Elba Aranda-Suh |
| 9:59 am | Next Steps and Conclusion   * The next meeting will be at 8:30 am on February 24, 2021. * Ms. Aranda-Suh asked for a motion to conclude the meeting. * Mr. Creticos moved to conclude the meeting. * Ms. Morrison seconded the motion to conclude the meeting. * The Meeting concluded at 10:00 am. | Ms. Elba Aranda-Suh and Dr. Lisa Bly-Jones |