Equity task force

Date: 10/28/20

Time: 8:30-10:00am

Location: Zoom

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

**Members Present:** Diana Alfaro, Katherine Blank, Jeremiah Boyle, Peter Creticos, Pat Devaney, Morgan Diamond, Antoinette Golden, Adrian Esquivel, Jamie Ewing, Pastor Ford, Jennifer Foster, Kyle Harfst, LaTanya Law, Jessica Linder-Gallo, Emily Garrity, Laura Gergely, Delmar Gillus, Jr., Greg Harle, Jerome Holston, Aime’e Julian, Jason Keller, Jonathan Lanning, Sergio Mendoza, Angela Morrison, Clayton Pryor, Magdalena Rivera, Julio Rodriguez, Carlotta Roman, Emily Rusca, Itedal Shalabi, Daniel Sullivan, Stephanie Veck, Andrew Wells, Tom Wendorf, Laura Wilhelm, Audra Wilson, Esq.

**Members Absent**: Lawrence Benito, Teresa Haley, Amy Kardel

**Staff Attendees:** Sarah Blalock, Molly Cook, Lisa Jones, Terah Scott, Jeannette Tamayo

# Meeting Goals / Objectives:

1. Review IWIB and Executive Orders
2. Set goals
3. Agree on a timeline and Task Force priority areas

Next Steps:

1. Look for email regarding Orientations and Sub-groups
2. Review meeting minutes

| Time | Item | Faciliator |
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| 8:31 am | Welcome and Introductions* Ms. Cook reviewed meeting access and participation expectations.
* Ms. Aranda-Suh and Dr. Bly-Jones introduced themselves.
* Each attendee introduced themselves, their organization, and described their organization.
* Ms. Tamayo facilitated four polls to better understand the membership, including the community backgrounds that members come from, workforce board experience, past experience being trained, and past experience facilitating training.
 | Ms. Elba Aranda-Suh and Dr. Lisa Bly-Jones |
| 9:12 am | Review of the Illinois Workforce Innovation Board (IWIB) and DCEO Workforce Plan* Ms. Jones explained the IWIB as an oversight board for the Workforce Innovation and Opportunity Act.
* Boards have a business-led majority to encourage connection between businesses and training needs.
* The IWIB has four roles: strategists, conveners, managers, and optimizers.
* Further information about this Task Force and other Committees can be found on the Illinois WorkNet website.
 | Ms. Lisa Jones  |
| 9:17 am | Review of Executive Orders*Ms. Jones reviewed the Governor’s Executive Order 2019-03** Focuses on strengthening workforce development and job creation in Illinois by improving industry targeting and aligning resources to serve ‘disenfranchised’ populations.
* The goals listed in the Executive Order are: 1) Unites workforce development partners around regional cluster strategies; 2) Prepare Illinois workers for a career, not just their next job; 3.) Connect job seekers with employers

*Ms. Tamayo reviewed Presidential Executive Orders.* * Ms. Tamayo reviewed a September 4, 2020 Memo that provides direction to the Heads of Executive Departments and Agencies on assessing any training or contracts related to ‘critical race theory/white privilege’ or any other training that suggests or teaches that 1) ‘the United States is an inherently racist or evil country’ or 2) ‘that any race or ethnicity is inherently racist or evil.’
* Ms. Tamayo then reviewed *Executive Order 13950*, which addresses combating race and sex stereotyping. It also defines ‘divisive concepts, race or sex stereotyping, and race or sex scapegoating.’ The Executive Order also lists specific requirements for Federal Executive Agencies with Grant Authority.
 | Ms. Lisa Jones and Ms. Jeannette Tamayo |
| 9:27 am | Goals and Discussion* Dr. Bly-Jones described Illinois’ aspirational plan to reduce the Equity Gap. There were populations identified including: Women, Rural Residents, People of Color, People with Disabilities, Veterans, Justice-impacted populations, and Immigrant populations, and she asked the group 'who is missing’ from that list.

*Members made suggestions in the chat box:** Ms. Diamond suggested that the LGBTQ Community be included.
* Dr. Julian suggested homeless youth and those with both cognitive and physical disabilities be in the list.
* Ms. Foster suggested including low-income individuals.
* Ms. Rusca suggested including Gig Workers.
* Mr. Gillus Jr. suggested include foster care alumni.
* Ms. Shalabi suggested including migrant and seasonal workers.

*Dr. Bly- Jones listed the prioritization of goals for the Task Force including:**By February 2021:** Assessing and developing education and workforce tools
* Examining programs, policies, and practices, making recommendations regarding inclusive and diverse approaches
* Make recommendations on approaches and professional development

*After February 2021:** Creating shared definitions for a set of key terms
* Establishing equity goals for the system

*Dr. Bly-Jones opened the discussion up for comments:** Mr. Creticos suggested that some policies may be too focused on ‘fixing the worker,’ instead of ‘how do employers behave in terms of their policies and practices?’
* Ms. Shalabi mentioned that it is important to look at the system as a whole and examine employer practices around equity.
* Mr. Guillus Jr. emphasized the importance of metrics and reporting while looking at specific populations, instead of looing at broader groups.
* Mr. Wendorf reflected that having a collaborative approach across the system is important.

*Lisa Jones launched a poll asking to rank Task Force Priorities:** Members voted on the following order: Examining programs, policies and practices, Assess and develops education and workforce tools, make recommendations on approaches and professional development
 | Ms. Elba Aranda-Suh and Dr. Lisa Bly-Jones |
| 9:46 am | Timeline, Operating Logistics, and Sub-Group Identification* Ms. Tamayo reviewed the workplan timeline with a report being due in October 2021.
* Members will receive workgroup information in the coming weeks.
* Members will also receive information about upcoming orientation sessions.
 | Ms. Jeannette Tamayo |
| 9:52 am | Closing Remarks* Dr. Bly-Jones reminded members that all recommendations that come out of the Task Force can be carried out at the local level.
* There was an additional group added to the list of populations to include – those without a high school degree.
* Ms. Aranda-Suh emphasized the importance of working to understand the Executive Orders, and she encouraged members to reach out to the team with questions.
 | Ms. Elba Aranda-Suh and Dr. Lisa Bly-Jones |
| 9:57 am | Adjournment* Ms. Aranda-Suh moved to adjourn the meeting.
* Ms. Shalabi seconded the motion.
 | Ms. Elba Aranda-Suh |