

EQUITY TASK FORCE VIRTUAL MEETING



ILLINOIS
WORKFORCE
INNOVATION
BOARD

Governor JB Pritzker
John Rico, Co-Chair (IWIB)
Erin Guthrie, Co-Chair (IWIB)

Equity Task Force Co-Chairs:
Dr. Lisa Bly-Jones
Ms. Elba Aranda-Suh

October 28, 2020



ACCESS AND PARTICIPATION GUIDELINES

Molly Cook

MEETING ACCESS

- ✓ We highly recommend using your video to fully participate in chats, polls, etc.
- ✓ Select the Call Me Option on Zoom to use your phone for audio while using the video option, if you choose.
- ✓ If accessing solely on audio, we recommend sending an email to mcook12@ilstu.edu with your questions to be posted on your behalf.

MEETING PARTICIPATION

- ✗ Please remain on mute when you're not speaking.
- ✗ Please use Chat to ask questions
- ✗ Send Chat to "Everyone" for questions and comments on content during discussion.
- ✗ A Parking Lot will be created to track items raised during a meeting but not discussed.
- ✗ Materials shared during the meeting will be available on workNet.

PROCESS AND COMPOSITION

Molly Cook

PROCESS AND RECORDING

- ✓ This meeting is subject to the **Open Meetings Act** and will be recorded.
- ✓ Deliberations and voting will follow Robert's Rules of Order.
- ✓ Meeting minutes will be taken during the meeting and posted prior to the subsequent meeting.



WELCOME TO THE EQUITY TASK FORCE

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



Elba Aranda-Suh
Executive Director -
National Latino Education Institute
elbaaranda@nlei.org



Dr. Lisa Bly-Jones
Executive Director -
The Workforce Connection
LBly-Jones@TheWorkforceConnection.org



AGENDA

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

- **Welcome and Introductions**
- **Review of the Illinois Workforce Innovation Board and DCEO Workforce Plan**
- **Review of Executive Orders**
- **Goals and Discussion**
- **Timeline, Operating Logistics, and Sub-Group Identification (Workplan)**
- **Closing Remarks**

INTRODUCTIONS and ROLL CALL

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

- Please be sure to state your:
 - Name
 - Organization
 - Role within your organization
 - Brief description of your organization
- **Tell us why you're interested in the Equity Task Force in the Chat Box.**



SHARING EXPERIENCES AND EXPERTISE

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

- Throughout our work, we will ask questions to inform the Task Force on where we're coming from and where we'd like to go.
- Share your thoughts and experiences by participating through polls, chat, and dialogue.
- Suggest topics and questions you'd like explored by the Task Force at future meetings.

We want to hear from you!

So, let's start with a few general questions





POLLING QUESTION 1

Jeannette Tamayo

**Which community type best describes
your personal experience?**

Where have you lived?

What type(s) of community informs your perspective?



POLLING QUESTION 2

Jeannette Tamayo

Which best describes your workforce board professional experience?



POLLING QUESTION 3

Jeannette Tamayo

Does your organization provide training, resources, speakers, research or other products or services on equity?



POLLING QUESTION 4

Jeannette Tamayo

Have you yourself provided formal training, research, or technical assistance on equity?

GROUP RESULTS

Jeannette Tamayo



ILLINOIS WORKFORCE INNOVATION BOARD:

OVERVIEW

Lisa Jones

- The state leaders for the public workforce system
- Boards have a business led majority
- Connectors between business and their training needs
- Guides service delivery to ensure jobseekers have the skills businesses needs



ILLINOIS WORKFORCE INNOVATION BOARD:

BOARD ROLES

Lisa Jones

- Strategists: understanding workforce trends and setting the statewide vision
- Conveners: bringing partners together to align employment and training services
- Managers: ensuring the delivery of services are customer centered
- Optimizers: using data to drive funding decisions and continuous improvement



Regional Workforce Equity Metrics – in development

Lisa Jones

While these [workforce] plans place an importance on equity issues, **only the economic development plan provides guidance on how equity should be quantified and tracked.**

About 460,000 workers had regained their jobs by July 2020, bringing the unemployment rate down to just over 11%. By comparison, **the July 2020 Illinois unemployment rate matched the highest rate (11.3%) experienced during the 'Great Recession' of 2008-2009.** During the Coronavirus pandemic, the U.S. unemployment rate peaked at 14.7% in April and fell to 10.2% by July 2020.

Using data from the Federal Reserve Bank of Atlanta/Chicago Booth/Stanford Survey of Business Uncertainty (SBU), Barrero, Bloom, and Davis (2020) estimate that **42% of the jobs lost in the U.S. will be permanently eliminated.**

COMING UP:

Presentation on Regional Workforce Metrics
December 9, 2020 Meeting



Brian Richards, Ph.D.

NORTHERN ILLINOIS UNIVERSITY

Center for
Governmental Studies

Outreach, Engagement, and Information Technologies

GOVERNOR'S EXECUTIVE ORDER 2019-03

Lisa Jones

- Strengthen workforce development and job creation
- Improve industry targeting
- Align resources to serve disenfranchised populations
- Convene education, workforce, and economic development



GOVERNOR'S EXECUTIVE ORDER 2019-03

Lisa Jones

Unite workforce development partners around regional cluster strategies

- Identify high-impact regional clusters along with in-demand occupations and implement coordinated strategies that will strengthen workforce development throughout the state

Prepare Illinois workers for a career, not just their next job

- Address barriers that prevent individuals from successfully completing training and employment

Connect job seekers with employers

- Give employers easy access to the skilled workforce they need through shortened time from credential to employment and integrating work-based learning into more opportunities for job seekers



GOVERNOR'S EXECUTIVE ORDER 2019-03

Lisa Jones

For purposes of this report, disenfranchised individuals are those who have been systematically excluded from economic opportunity because of their birth, geography, or life circumstances. These include, but are not limited to, the following individuals:

- Low-Income
- Low-skilled, including those without a high school diploma
- Physically, mentally, or developmentally disabled
- Returning citizens (ex-offenders)
- English language learners or those facing substantial cultural barriers
- Migrant and seasonal farmworkers
- Out-of-school youth
- Long-term unemployed
- Mature workers
- Homeless
- Teen parents (including single pregnant women)
- Youth in the foster system or who have aged out
- Displaced homemakers



PRESIDENTIAL EXECUTIVE ORDER

Jeannette Tamayo

September 4, 2020: Memo Issued by the Executive Office of the President at the Office Of Management And Budget to the Heads of Executive Departments and Agencies

- Directs all agencies “to begin to identify all contracts or other agency spending related to any training on "critical race theory/ "white privilege," or any other training or propaganda effort that teaches or suggests either:
 - (1) that the United States is an inherently racist or evil country or
 - (2) that any race or ethnicity is inherently racist or evil.”
- Confirms that “the President, and his Administration, are fully committed to the fair and equal treatment of all individuals in the United States. The President has a proven track record of standing for those whose voice has long been ignored and who have failed to benefit from all our country has to offer, and he intends to continue to support all Americans, regardless of race, religion, or creed.”

Full document will be posted on workNet.

PRESIDENTIAL EXECUTIVE ORDER

Jeannette Tamayo

Executive Order 13950 - Combating Race and Sex Stereotyping

On September 22, 2020, President Trump issued Executive Order 13950, “Combating Race and Sex Stereotyping.” The Executive Order sets forth the policy of the United States “not to promote race or sex stereotyping or scapegoating” and prohibits federal contractors from inculcating such views in their employees in workplace diversity and inclusion trainings.

The Executive Order became effective immediately when signed.

Full document will be posted on workNet.

[Executive Order 13950](#)

PRESIDENTIAL EXECUTIVE ORDER

Jeannette Tamayo

September 22, 2020: Executive Order #13950 on Combating Race and Sex Stereotyping

- Provides Definitions of
 - Divisive concepts
 - Race or sex stereotyping
 - Race or sex scapegoating
- Identifies requirements for federal contractors and grant recipients
- Establishes a hotline to investigate complaints at the Department of Labor through the Office of Federal Contract Compliance
- Requires the USDOL of Federal Contract Compliance to publish a “Request for Information” seeking from contractors copies of any training, workshop, or similar programing having to do with diversity and inclusion as well as information about the duration, frequency, and expense of such activities

Effective September 22, 2020, with limited exceptions.

Effective November 21, 2020 for federal contractors and subcontractors.

Applies to FFY 2020 and FFY 2021 Funding as delineated

Charges the U.S. Department of Labor with implementation

Full document will be posted on workNet.

PRESIDENTIAL EXECUTIVE ORDER – Updates

Requirements for Federal Executive Agencies with Grant Authority

- Requires federal agencies to require grant recipients “to certify that it will not use Federal funds to promote the concepts that
 - (a) one race or sex is inherently superior to another race or sex;
 - (b) an individual, by virtue of his or her race or sex, is inherently racist, sexist, or oppressive, whether consciously or unconsciously;
 - (c) an individual should be discriminated against or receive adverse treatment solely or partly because of his or her race or sex;
 - (d) members of one race or sex cannot and should not attempt to treat others without respect to race or sex;
 - (e) an individual’s moral character is necessarily determined by his or her race or sex;
 - (f) an individual, by virtue of his or her race or sex, bears responsibility for actions committed in the past by other members of the same race or sex;
 - (g) any individual should feel discomfort, guilt, anguish, or any other form of psychological distress on account of his or her race or sex; or
 - (h) meritocracy or traits such as a hard work ethic are racist or sexist, or were created by a particular race to oppress another race.
 -

Full document will be posted on workNet.

GOALS AND IMPLEMENTATION DISCUSSION

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

Illinois developed an aspirational plan to reduce the Equity Gap by investing in, providing support to, and taking down barriers for economically disadvantaged populations:

- Women
- Rural residents
- People of color
- People with disabilities
- Veterans
- Justice-impacted populations
- Immigrant populations



WHO ARE WE MISSING?

We want to count everyone!

→ **Use the Chat Box to identify groups or populations that are not included in this list but should be.**

GOALS AND IMPLEMENTATION DISCUSSION

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

- Bi-monthly Task Force Meetings
- Initial Priority Determinations
- Sub-Groups to Review Each Priority
- Recommendations



Prioritization of All Goals

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

By February 2021:

- Assessing and developing education and workforce tools
- Examining programs, policies, and practices
- Making recommendations regarding inclusive and diverse approaches

After February 2021:

- Creating shared definitions for a set of key terms
- Establishing equity goals for the system

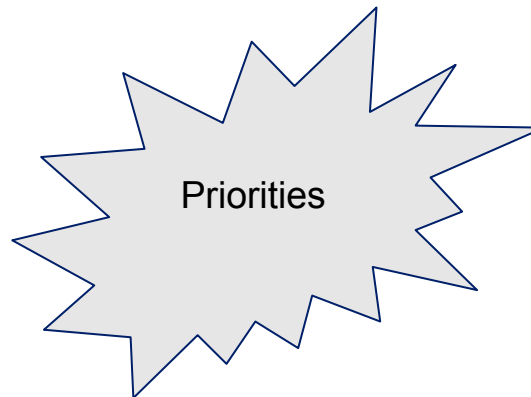
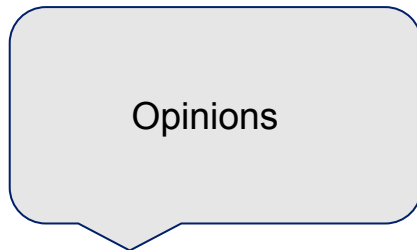
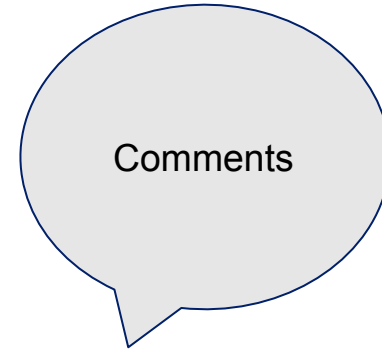
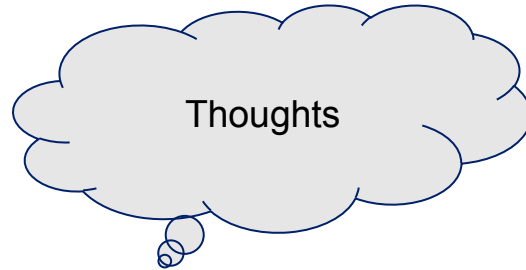
TASK FORCE PRIORITIES THROUGH FEBRUARY 2021

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

- Assessing and developing education and workforce tools that can track program access and outcomes and disaggregate data to reveal disparities in policies and program delivery
- Examining programs, policies, and practices to infuse issues of equity and inclusion into these programs, policies, and practices as authorized by law
- Making recommendations regarding inclusive and diverse approaches, including professional development of staff, to ensure use of an equity lens in serving their diverse populations

PRIORITIZATION DISCUSSION

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



POLL

Lisa Jones

In which order should the Task Force rank priorities?

Reminder, upcoming priorities are:

- Assessing and developing education and workforce tools that can track program access and outcomes and disaggregate data to reveal disparities in policies and program delivery
- Examining programs, policies, and practices to infuse issues of equity and inclusion into these programs, policies, and practices as authorized by law
- Making recommendations regarding inclusive and diverse approaches, including professional development of staff, to ensure use of an equity lens in serving their diverse populations

REVIEW POLL RESULTS

Jeannette Tamayo



APPROVED TASK FORCE PRIORITIES THROUGH FEBRUARY 2021

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

The vote is in!

Assessing and developing education and workforce tools

Examining programs, policies, and practices

Making recommendations regarding inclusive and diverse approaches



CHAT AND DISCUSSION

Jeannette Tamayo

List any proprietary education or workforce tools, data, best practices, or information your organization has available for consideration by the Equity Task Force.



TIMELINE (WORKPLAN)

Jeannette Tamayo

TASK FORCE MEETINGS

TASK FORCE FORMATION

INITIAL PRIORITIES

GROUP WORK

REPORT

20-Oct 20-Dec 21-Feb 21-Apr 21-Jun 21-Aug 21-Sep 21-Oct

TASK FORCE MEETING SCHEDULE

OPERATING LOGISTICS (WORKPLAN)

Jeannette Tamayo

IWIB EQUITY TASK FORCE: WORKPLAN SAMPLE (OCTOBER 2020)		10/28/20	12/31/20	3/31/21	6/30/21	9/30/21	10/28/21	BEYOND 10/28/21
PRIORITY AREA 1: Establish and Operate the ETF Effectively	GOAL 1.1: Finalize ETF workplan and methods to implement it.							
	ACTIVITY 1.1.A.: Develop and approve a work plan that expresses the priorities, goals and activities of the Task Force.							
	ACTIVITY 1.1.B.: Review, update and approve the ETF work plan as necessary or appropriate							
	ACTIVITY 1.1.C.: Establish and support the structure necessary for implementation of the workplan.							
	GOAL 1.2: Develop and Evolve Committee Membership and Member Expectations.							
	ACTIVITY 1.2.A.: Determine an initial Committee membership profile.							
	ACTIVITY 1.2.B.: Develop an set of committee membership expectations and accountability practices.							
	ACTIVITY 1.2.C.: Develop mechanisms for identifying replacements for committee vacancies.							
	ACTIVITY 1.2.D.: Create an orientation for committee members and effectively onboard all members, include an overview of each goal.							
	ACTIVITY 1.2.E.: Create an orientation on workforce development, equity, and system for committee members.							

GROUP WORK (WORKPLAN)

Jeannette Tamayo

Ready to get to October 2021?

Look for the registration email for the ETF group work and sign up!

Groups will be listed according to the priorities established today.

- Assessing and developing education and workforce tools
- Examining programs, policies, and practices
- Making recommendations regarding inclusive and diverse approaches
- Creating shared definitions for a set of key terms addressing equity
- Establishing equity goals for the system
- Task Force Administration

ORIENTATION TOPICS – under development

Jeannette Tamayo

New to Workforce Development?

WORKFORCE SUPPORT 101

Learn about the Workforce Innovation Opportunity Act, workforce boards, and major initiatives in the workforce arena.



New to System Integration?

SYSTEM INTEGRATION 101

Add economic development, community development, housing, transportation, childcare, healthcare, infrastructure, and innovation to the Workforce discussion.

Recommend additional orientation topics and speakers in the Chat Box.

CLOSING REMARKS

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

Thank you for dedicating your vision, energy, and time to our Equity Task Force!

Your continued collaboration, knowledge sharing, and expert input will bring us closer to achieving equity in the delivery of workforce development programs to sustain vibrant economies in liveable communities throughout Illinois by meeting the needs of our employers, employees. and customers.



- **Next Meeting Date: December 9, 2020**
- A Zoom meeting invite will be emailed as an email and a calendar invite following today's meeting.
- A list of all meeting dates will be emailed along with a calendar invite including Zoom information for each full Task Force meeting.