EQUITY TASK FORCE
POLICY WORKGROUP MEETING
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

ILLINOIS workNet CENTER
americanjobcenter

March 3, 2021

ACCESS AND PARTICIPATION GUIDELINES

Ms. Jeannette Tamayo

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. The meeting will also include closed captioning
- ☑ If accessing solely on audio, we recommend sending an email to jtama2@ullinois.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.

This meeting is subject to the Open Meetings Act and will be recorded to facilitate notetaking.
It will follow Robert's Rules of Order.

ROLL CALL

Ms. Jeannette Tamayo

Elba Aranda-Suh, Co-Chair	Sergio Mendoza	Angela Morrison
Peter A. Creticos	Magdalena Rivera	Laura Gergely
Jamie Ewing	Jessica Linder-Gallo	Julio Rodriguez
Pastor Ford	Manika Turnbull	Itedal Shalabi
Jennifer Foster	Audra Wilson, Esq.	Jason Keller

AGENDA

Mr. Sergio Mendoza

- **Welcome and Introductions**
- **Approval of Minutes**
- **Review the Definition of Equity Lens and Framework**
- **Review of Target Population Barriers Poll**
- **Review of Equity Attributes Responses**
- **Group Discussion**
- **Identify Upcoming Group Discussion**
- **Public Comment**
- **Adjourn**

Approval of December 9th Minutes

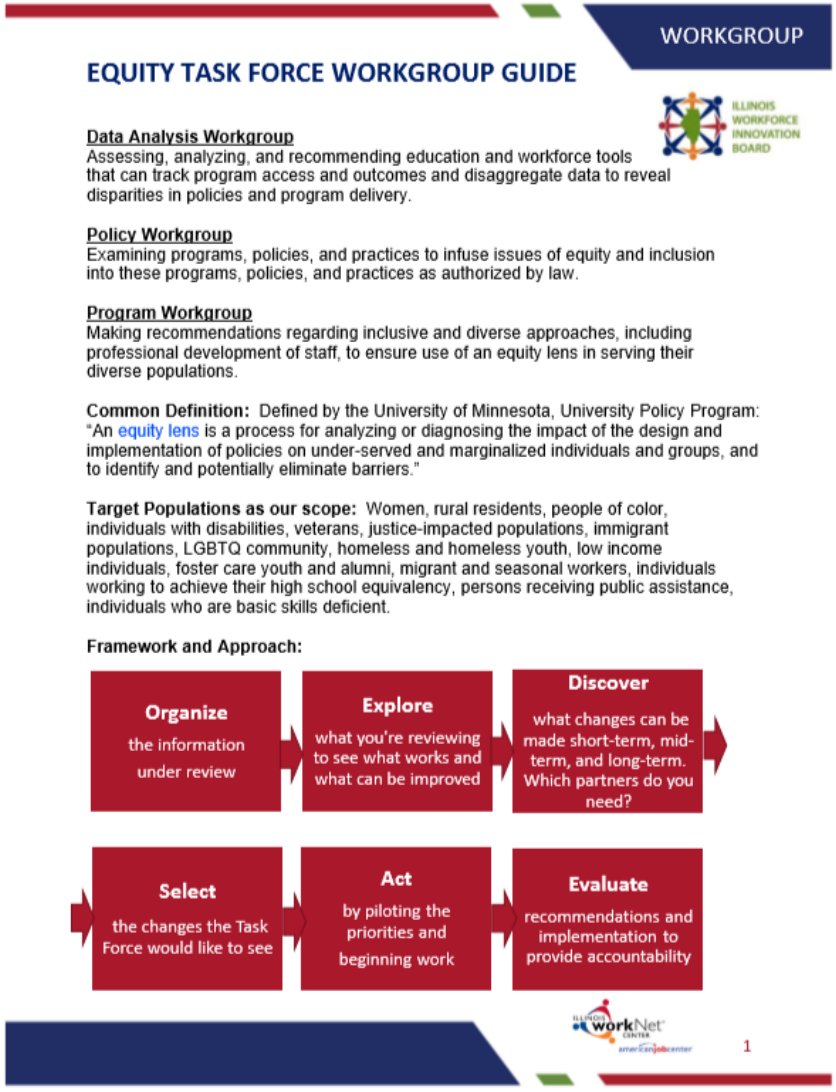
Ms. Angela Morrison

Approval of February 18th Minutes

Ms. Angela Morrison

Workgroup Guide and Framework

Ms. Jeannette Tamayo



WORKGROUP

EQUITY TASK FORCE WORKGROUP GUIDE

ILLINOIS WORKFORCE INNOVATION BOARD

Data Analysis Workgroup
Assessing, analyzing, and recommending education and workforce tools that can track program access and outcomes and disaggregate data to reveal disparities in policies and program delivery.

Policy Workgroup
Examining programs, policies, and practices to infuse issues of equity and inclusion into these programs, policies, and practices as authorized by law.

Program Workgroup
Making recommendations regarding inclusive and diverse approaches, including professional development of staff, to ensure use of an equity lens in serving their diverse populations.

Common Definition: Defined by the University of Minnesota, University Policy Program: "An equity lens is a process for analyzing or diagnosing the impact of the design and implementation of policies on under-served and marginalized individuals and groups, and to identify and potentially eliminate barriers."

Target Populations as our scope: Women, rural residents, people of color, individuals with disabilities, veterans, justice-impacted populations, immigrant populations, LGBTQ community, homeless and homeless youth, low income individuals, foster care youth and alumni, migrant and seasonal workers, individuals working to achieve their high school equivalency, persons receiving public assistance, individuals who are basic skills deficient.

Framework and Approach:

Organize the information under review

Explore what you're reviewing to see what works and what can be improved

Discover what changes can be made short-term, mid-term, and long-term. Which partners do you need?

Select the changes the Task Force would like to see

Act by piloting the priorities and beginning work

Evaluate recommendations and implementation to provide accountability

1

Review of Proposed Common Definition

Ms. Jeannette Tamayo

"An equity lens is a process for analyzing or diagnosing the impact of the design and implementation of policies on under-served and marginalized individuals and groups, and to identify and potentially eliminate barriers."

Defined by the University of Minnesota, University Policy Program

Review of Barriers of Target Populations

Ms. Jeannette Tamayo

- Women
- Rural Residents
- People of Color
- Individuals with Disabilities - both cognitive and physical
- Veterans
- Justice-impacted Populations
- Immigrant Populations
- LGBTQ Community
- Homeless and Homeless Youth
- Low Income Individuals
- Foster Care Youth and Alumni
- Migrant and Seasonal Workers
- Individuals working to achieve their High School Equivalency
- Recipients of public assistance
- Individuals who are basic skills deficient
- *Digitally Disconnected Individuals**

*Pending Recommendation at April Equity Task Force Meeting**

Review of Barriers of Target Populations

Ms. Jeannette Tamayo

- In the chat or in verbal discussion please identify one or two Barriers to the Target Populations you serve or barriers that you have become aware.
- Where are the intersectionality of these Target Populations?

Review Attributes of Equity

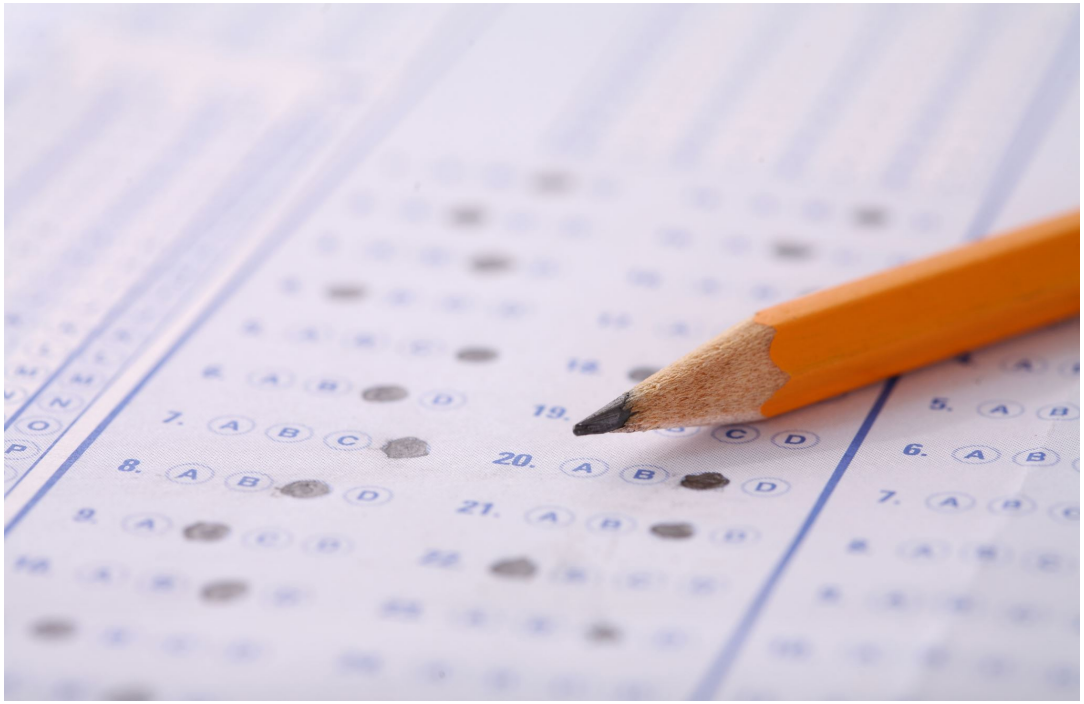
Mr. Sergio Mendoza

What Attributes of Equity should we consider in determining workforce policies?

- ❑ Access – general access to information, programs, and services
- ❑ Adequate "Wholistic" Needs Assessment
- ❑ Advancement
- ❑ Barriers – Human Centered Design
- ❑ Civility
- ❑ Demographic Information or Identification
- ❑ Dignity and Respect
- ❑ Equity Beneficiaries
- ❑ Distribution of Assets or Resources
- ❑ Economic Justice (wage rates, pay scales, benefits, continuity, duration)
- ❑ Elimination of Existing Barriers
- ❑ Fairness
- ❑ Geography
- ❑ Group Identification vs. Membership
- ❑ Income Level Classification/Identification
- ❑ Justice
- ❑ Knowledge, Skills, or Abilities Requirements
- ❑ Mobility Opportunity – Awareness of Opportunity
- ❑ Opportunity – Ability to Participate
- ❑ Participation Options
- ❑ Power Balance and Imbalance
- ❑ Realizing Potential
- ❑ Social Determinants of Work

Poll Questions

Ms. Jeannette Tamayo



Discussion of Equity Attributes

Ms. Angela Morrison

- What attributes of equity apply best to workforce development, regardless of funding source, participant demographics, and business sector?
- How can a definition of equity lens leverage maximum inclusion within the context of a statewide workforce system?
- What would be a useful working definition of “equity,” “equity lens,” “equity outcomes” to frame the Task Force’s work?
- Which workforce policies apply differently across skill levels or income tiers?
- How would using this lens change the outcome of common policies that create or contribute to barriers to access across workforce programs?

Definitions of Equity

Ms. Angela Morrison

- What must a definition include?
- What must a definition not include?

Upcoming Workgroup Meeting Plan

Mr. Sergio Mendoza

- Identify a definition of equity and equity lens.
- What are the best practices in policy assessment and review among workforce providers for incorporating the definition of equity or equity lens into their programs?
- Identify resources, partnerships and information needed.
- Identify specific workforce and education policies that require revision.

NEXT STEPS

Ms. Sarah Blalock

- Next Policy Workgroup Meeting:

  April 7, 2021 8:30-10:00am

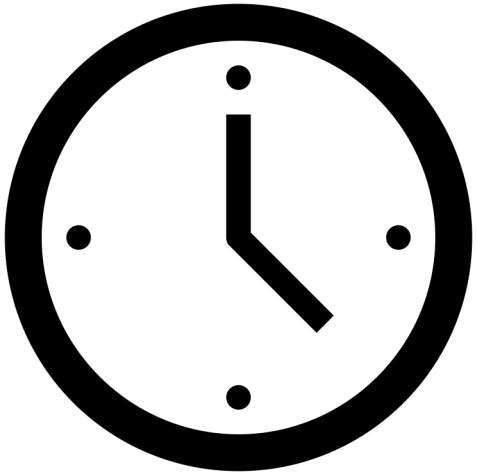
- Next Full Equity Task Force meeting:

  April 28, 2021 8:30-10:00am

Public Comment

Ms. Sarah Blalock

- Time given for Public Comment



Adjournment

Mr. Sergio Mendoza and Ms. Angela Morrison

Thank you for joining today's discussion!

Visit Illinois workNet to view additional Task Force information.
Learn how here.