EQUITY TASK FORCE VIRTUAL MEETING

ILLINOIS WORKFORCE INNOVATION BOARD

Governor JB Pritzker
John Rico, Co-Chair (IWIB)
Sylvia Garcia, Co-Chair (IWIB)

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

ILLINOIS workNet CENTER
americanjobcenter

January 26, 2022

ACCESS AND PARTICIPATION GUIDELINES

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 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.

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

ROLL CALL

Elba Aranda-Suh, Co-Chair	Adrian Esquivel	Jerome Holston	Carlotta Roman
Lisa Bly-Jones, Co-Chair	Jamie Ewing	Aime'e Julian	Emily Rusca
Diana Alfaro	Pastor Ford	Jason Keller	Itedal Shalabi
Bridget Altenburg	Jennifer Foster	Jonathan Lanning	Daniel Sullivan
Lawrence Benito	LaTanya Law	Stephanie Lipe	Manika Turnbull
Katherine Blank	Jessica Linder-Gallo	Sergio Mendoza	Stephanie Veck
Jeremiah Boyle	Emily Garrity	Angela Morrison	Andrew J. Wells
Peter A. Creticos	Laura Gergely	Clayton Pryor	Tom Wendorf
Pat Devaney	Delmar L. Gillus, Jr.	Magdalena Rivera	Laura Wilhelm
Morgan Diamond	Teresa Haley	Julio Rodriguez	Audra Wilson, Esq.
Antoinette Golden	Greg Harle	Manny Rodriguez	

AGENDA

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

- Introductions and Remarks
- Update on the Commission for Workforce Equity and Access
- Update on Taskforce Activities
- Approval of Minutes: October 27, 2021
- Overview of Workgroup Recommendations
  - Data Workgroup
  - Policy Workgroup
  - Program Workgroup
- Breakout Discussions (three breakout rooms)
- Report-Out from Breakout Discussions
- Next Steps: Drafting the Full Report
- Public Comment
- Adjournment

Update on the Commission on Workforce Equity and Access

Ellen Johnson, Director, Afton Partners

Governor's Commission on Workforce Equity & Access

Overview for IWIB Equity Task Force

January 26, 2022

Overview

- The **Governor** formed the Governor's Commission on Workforce Equity & Access in recognition of the need to re-envision Illinois' workforce system
- House Bill 2170, known as the **Education and Workforce Equity Bill**, passed in January 2021
- The resulting **feasibility study** provided a snapshot of current workforce development structure, identified opportunities for potential consolidation, and pinpointed areas for further research

Why Now – Contributing Factors Identified in the Feasibility Study

- Unprecedented unemployment disproportionately impacting communities of color
- Unequal access to economic opportunity
- Multiple entry points for users results in the experience of a fragmented system
- Continuous duplication of administrative and program efforts
- Over-reliance on (diminished) federal funding; limited state investments
- Limited investments have prevented necessary technology upgrades, such as a common intake and performance dashboards
- Data sharing across agencies is cumbersome

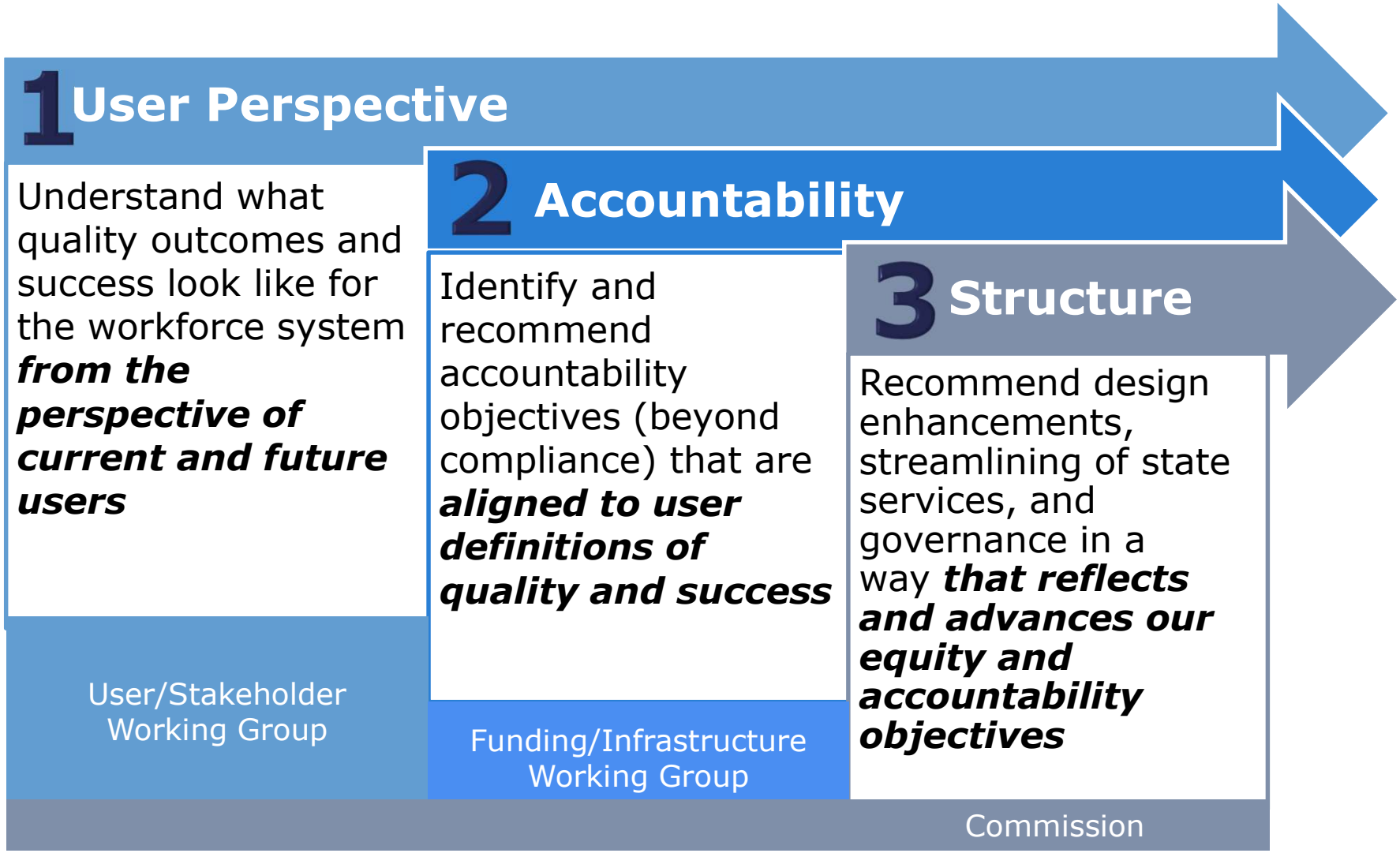
This Commission's Charge

The Illinois Equity & Access Workforce Commission ("Commission") shall create a vision for an equitable, accessible, and effective future state workforce system grounded in an understanding of user and stakeholder experience, including how racial, social, and geographic inequities inform experience and outcomes across Illinois' federally and state-funded workforce programs.

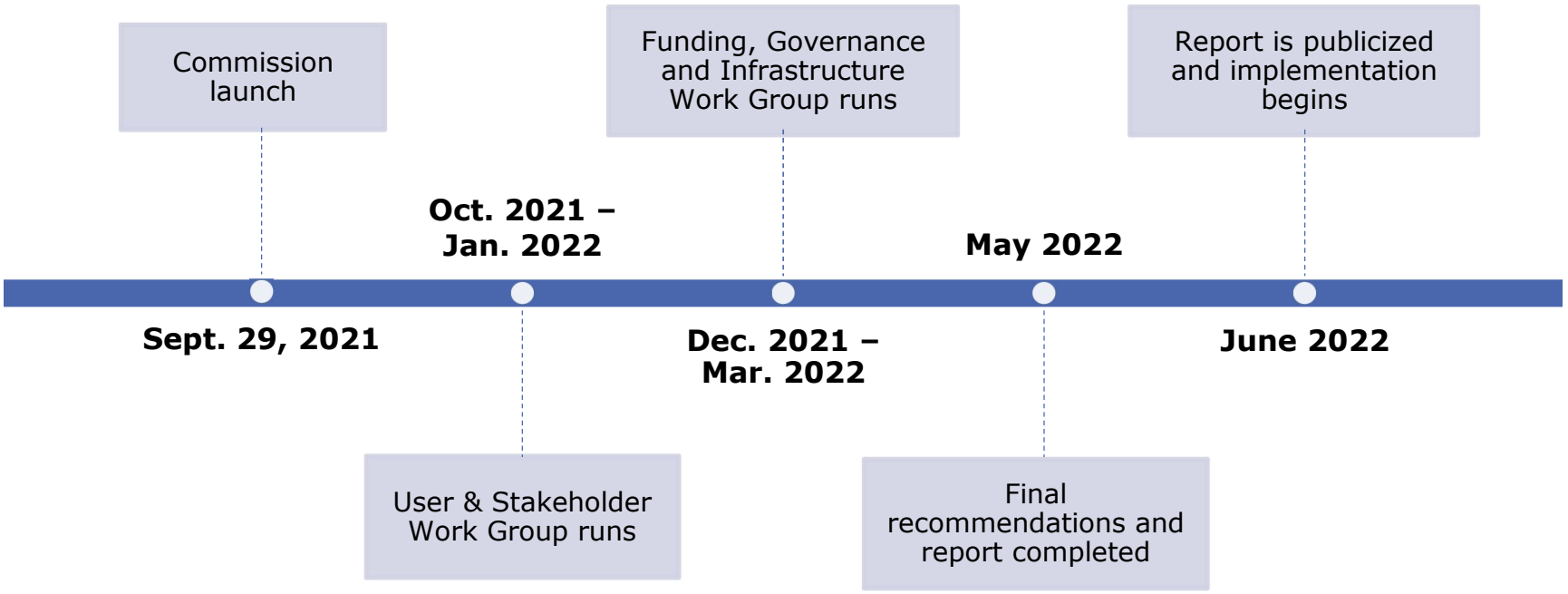
In alignment with this vision--and based on a stronger understanding of user and stakeholder experience--the Commission shall make recommendations for:

- key design enhancements/improvements to the state workforce system,
- the streamlining of state agencies, and
- the governance structure and state leadership needed for execution

Our Path to (Re)Visioning



Key Dates


Commission launch
Sept. 29, 2021
User & Stakeholder Work Group runs
Oct. 2021 – Jan. 2022
Funding, Governance and Infrastructure Work Group runs
Dec. 2021 – Mar. 2022
Final recommendations and report completed
May 2022
Report is publicized and implementation begins
June 2022

Appendix

Commission Facilitation Team

Commission Coordination & Planning

Carrie Stewart, *Afton Partners*

Ellen Johnson, *Workforce Consultant*

Human Centered Design Lead (MDRC)

Donna Wharton-Fields

Clinton Key

Annie Utterback

Equity Lead

Terri Johnson, *C-Change*

Commission Meeting Dates

Day	Date	Time
Monday	10/25/21	12:00-2:00 PM
Tuesday	11/30/21	12:00-2:00 PM
Tuesday	1/18/22	12:00-2:00 PM
Tuesday	2/22/22	12:00-2:00 PM
Tuesday	3/29/22	12:00-2:00 PM
Tuesday	4/26/22	12:00-2:00 PM
Thursday	5/19/22	12:00-2:00 PM

At this time, we are planning for our Commission meetings to be conducted virtually.

Update on Taskforce Activities

ILLINOIS WORKFORCE INNOVATION BOARD

ILLINOIS workNet CENTER
americanjobcenter

Update on Timeline & Activities

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

Purpose of the Taskforce

Under the direction of the IWIB, this taskforce will develop a framework of recommendations for Illinois' workforce system that align with the education system and establish goals that will reduce inequity for the populations we serve.

Taskforce Priority Areas

1. Create shared definitions for a set of key terms.
2. Establish equity goals for the system.
3. Examine programs, policies, and practices to infuse issues of equity and inclusion as authorized by law. (Policy Workgroup)
4. Assess and recommend education and workforce tools that can track program access and outcomes and disaggregate data to reveal disparities in policies and program delivery. (Data Workgroup)
5. Make recommendations regarding inclusive and diverse approaches to organizational capacity, including professional development to ensure use of an equity lens in serving diverse populations. (Program Workgroup)

Update: Data Workgroup

- ✓ Researched analytical methods and selected the disparate impact model for analyzing equity in the workforce development system.
- ✓ Analyzed WIOA data for the Title I Adult, Dislocated Worker, and Youth programs to identify gaps in access to programs and outcomes in target populations.
- ✓ Presented analysis of WIOA Adult Program data to program and policy workgroups and the Equity Task Force.
- ✓ Began coordinating with agencies administering WIOA Titles II, III, and IV to get access to their data.
- ✓ Developed robust recommendations for strengthening the role of data in supporting IL workforce development equity goals.

Update: Policy Workgroup

- ✓ Examined barriers that limit culturally responsive community-based organizations from qualifying for the Eligible Training Provider List (ETPL).
- ✓ Adapted an equity tool for analyzing policies and programs through an equity lens and piloted its use by examining the IWIB Eligible Training Provider List policy.
- ✓ Examined barriers and equity challenges across the full IL workforce system customer experience, from outreach and recruitment to job placement and follow-up, considering policies, programs, and practices.
- ✓ Learned about promising practices in increasing equity currently used by local workforce boards and AJCs.
- ✓ Developed robust recommendations for addressing the identified barriers and challenges.

Draft Equity Tool and Pilot Experience

Purpose:

- Help government agencies integrate explicit consideration of equity in decisions, including policies, practices, programs, and budgets.
- Help state and local workforce leaders develop strategies and actions that reduce inequities and improve success for all groups served by the workforce system.

The Draft Equity Tool is a simple set of questions:

1. **Focus of analysis:** What is the policy, program, practice or budget decision under consideration? What are the desired results and outcomes?
2. **Data:** What's the data? What does the data tell us?
3. **Community engagement:** How have communities been engaged? Can engagement be expanded?
4. **Analysis and strategies:** Who will benefit from or be burdened by the proposal? What are your strategies for advancing equity or mitigating unintended consequences?
5. **Implementation:** What is the plan for implementation?
6. **Accountability and communication:** How will you ensure accountability, communicate, and evaluate results?

This tool is adapted from the Government Alliance on Race and Equity (GARE) Racial Equity Toolkit. GARE is a national network of government working to achieve racial equity and advance opportunities for all.

Update: Program Workgroup

- ✓ Developed interim recommendations for 2021-2022 IWIB professional development offerings.
- ✓ Explored promising practices in statewide capacity building and technical assistance strategies used by state workforce boards in CO and CA to advance their equity agendas.
- ✓ Developed robust recommendations for both professional development and capacity building and technical assistance to support the implementation of the Equity Task Force recommendations.

Plan for Completing Taskforce Deliverables

Taskforce Meeting	Key Actions
March	Discuss full draft report
May	Approve full report
June	Present report to IWIB

VOICE VOTE (October 27th Minutes)

Ms. Elba Aranda-Suh, Co-Chair

Elba Aranda-Suh, Co-Chair	Adrian Esquivel	Jerome Holston	Carlotta Roman
Lisa Bly-Jones, Co-Chair	Jamie Ewing	Aime'e Julian	Emily Rusca
Diana Alfaro	Pastor Ford	Jason Keller	Itedal Shalabi
Bridget Altenburg	Jennifer Foster	Jonathan Lanning	Daniel Sullivan
Lawrence Benito	LaTanya Law	Stephanie Lipe	Manika Turnbull
Katherine Blank	Jessica Linder-Gallo	Sergio Mendoza	Stephanie Veck
Jeremiah Boyle	Emily Garrity	Angela Morrison	Andrew J. Wells
Peter A. Creticos	Laura Gergely	Clayton Pryor	Tom Wendorf
Pat Devaney	Delmar L. Gillus, Jr.	Magdalena Rivera	Laura Wilhelm
Morgan Diamond	Teresa Haley	Julio Rodriguez	Audra Wilson, Esq.
Antoinette Golden	Greg Harle	Manny Rodriguez	

Draft Workgroup Recommendations

ILLINOIS WORKFORCE INNOVATION BOARD

ILLINOIS workNet CENTER
americanjobcenter

DATE: January 26, 2022

Task Force Definitions

Dr. Lisa Bly-Jones, Co-Chair

"**An equity lens** is an ongoing 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."

University of Minnesota University Policy Library Definition

Our Working Vision for Equity *is "The state, quality, or ideal of being just, impartial and fair. The concept of equity is synonymous with fairness and justice. It is helpful to think of equity as not simply a desired state of affairs or lofty value. To be achieved and sustained, equity needs to be thought of as a structural and systemic concept."*

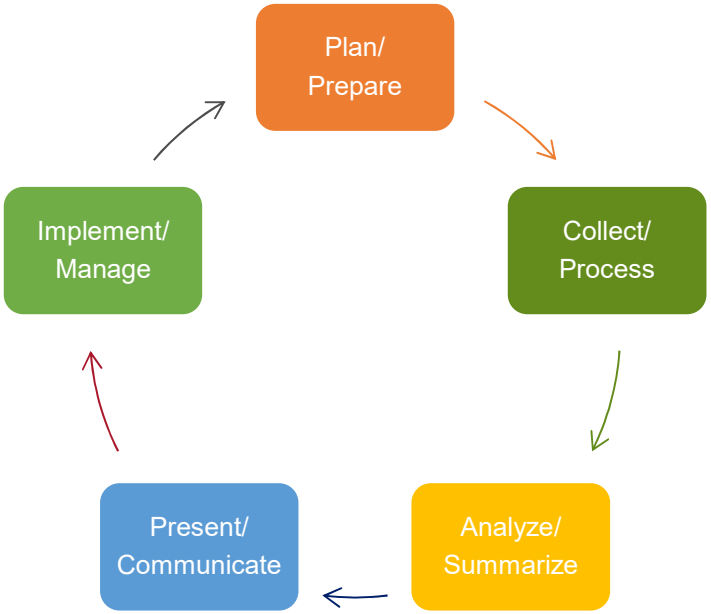
Adapted from the Annie E. Casey Foundation

Data Group Recommendation Highlights

Organized Around the Data Life Cycle

For each phase, the draft policy recommendations document includes:

- Barriers and Sources
- Potential Recommendations



Data Group Recommendation Highlights

- Ensure that **WIOA agencies have a coordinated approach to analyzing WIOA data through an equity lens**, and that these agencies develop and provide guidance and training to local workforce areas/program operators on how to use WIOA and other key labor market data.

- **Invest in data infrastructure**, including specialized staffing to design, analyze, and make use of collected data in support of equity goals.

- **Create state and regional dashboards** that show real-time activities and employment outcomes for select workforce development programs by education level, race, ethnicity, gender, and geography.

- Pilot the use of the **disproportionate impact analysis methodology** across all WIOA programs to analyze access and outcomes

- Using qualitative data gathered from workforce system customers, along with quantitative data, state and regional workforce boards should **seek to identify root causes of data trends**.

DRAFT POLICY RECOMMENDATIONS

Ms. Gina Wells

Organized Around the Workforce System Customer Flowchart

Customer Experience is Impacted by Workforce System Structure and Governance

For each element, the draft policy recommendations document includes:

- Barriers and Sources
- Potential Recommendations

DRAFT POLICY RECOMMENDATION HIGHLIGHTS

- Issue guidance emphasizing the **importance of hiring/nominating workforce system leaders, board members, and staff that reflect the diversity of the populations served by the WIOA system** and adopt this practice within the IWIB.

- Ensure that **equity is a key consideration in the development of new IWIB policies, programs, and budgets** by requiring policy committees to use an equity tool for analyzing policies and programs through an equity lens.

- Provide training to local workforce areas on **effective outreach and recruitment strategies**. This should include strategies that are linguistically and culturally relevant, are inclusive of all gender identities and disability statuses, and that consider language and technology access.

- **Update AJC procurement and monitoring policies** to encourage identification and removal of local barriers to equity.

- Help culturally responsive community-based organizations qualify for the Eligible Training Provider List (ETPL).

PROGRAM WORKGROUP RECOMMENDATION HIGHLIGHTS

1. Provide **timely, accessible, up to date information and training for state and local workforce leaders and practitioners** across a range of key topics.

2. **Build capacity through technical assistance.** Potential TA strategies could include:
   a. **Developing and disseminating an equity assessment tool.** The Ready for Equity in Workforce Development Racial Equity Readiness Assessment Tool developed by Race Forward and the Center for Social Inclusion is one example of tool that could be used or modified to help workforce development organizations and practitioners to evaluate their programs, operations, and culture in order to identify strength areas and growth opportunities
   b. **Coaching regional workforce areas on how to develop regional plans that center equity**.
   c. **Create a Community of Practice and Accountability for stakeholders** to set in motion plans for addressing inequity in their organizations and in the people they serve.
   d. **Providing competitive grants** to organizations that pilot and take to scale service delivery models that advance equity.

DRAFT GOALS

By December, 2022, the IWIB should:

- Review WIOA Core Program data, disaggregated by sex, race, ethnicity, and other factors, through an equity lens every six months.
- Integrate the equity tool into the IWIB policy development process.
- Develop and deliver training to community based organizations on how to access the ETPL.
- Deliver a 3-part WIOA Wednesday series on equity
- Adapt and distribute an equity assessment tool for local boards and AJCs
- Identify funding and staffing for and design cohort-based technical assistance to begin in January, 2023

Discussion

- Three breakout rooms – 1 for each workgroup
  - Room 1: Data
  - Room 2: Policy
  - Room 3: Program
- 2 20-minute breakout sessions

Discussion Questions:

- What recommendations stand out as particularly important to the work/messaging of the ETF?
- Do these recommendations adequately cover the work of the ETF? If no, what can we add or modify?

Next Steps

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

- Workgroups will review draft report
- March meeting will focus on discussion of the full report
- Actively participate in discussions and document review

Public Comment

Open Meetings Act requires up to five minutes for public comment. If a member of the public is present, we must give them the opportunity for up to five minutes of comment.

Motion to Adjourn

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

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

Next Task Force Meeting Date: March 23, 2022

- Check your email for a Zoom calendar invite.
- Visit Illinois workNet to view additional Task Force information. Learn how here.