



DCFS Latino Advisory Council
1911 South Indiana Ave, Chicago, IL
January 16, 2019
8:30am – 5:00pm

Chair-Person:
Juanita Calderon

Past Chair-Person:
Jose Alex Medina

Chair-Elect:
Nancy Rodriguez

Scribe:
Dulce Ramirez

DCFS Members:
Vanessa Castro
Jose Garcia
Maria Hernandez
Sydnie Juarez
Azalea Mejia
Julia Monzon
Beatriz Ramirez
Yeni Rojas
Liliana Romero

POS Members:
Jennifer Contreras
Yvonne Cordero
Lisa Marie Perez

Burgos Coordinator
Lourdes Rodriguez

Ex-officio Member:
Jose J. Lopez, OLS

Director's Liaison:
Daniel Fitzgerald,
Affirmative Action

Committees:

Child Safety and
Permanency

Community Risk
Reduction and
Staffing

Data validity and
Disproportionality

Strategic
Communications

Latino Family
Institute

POS

AMENDED MINUTES

Attendance: Juanita Calderon; Nancy Rodriguez; Yvonne Cordero; Jose Garcia; Maria Hernandez; Julia Monzon; Beatriz Ramirez; Yeni Rojas; Liliana Romeo; Jose Lopez; Daniel Fitzgerald.

By Phone: Dulce Patron; Jennifer Contreras

Excused: Vanessa Castro; Sydnie Juarez; Azalea Mejia; Dulce Patron; Lisa Marie Perez;

Guests: Patricia Boscan; Cynthia Valentin; Evelyn Martinez; Jose Alex Medina; Aracely Tirado; Patricia Aguilar

Meeting called to order at 9:00am.

A. Welcome/Team Building/Vision Casting

Juanita led everyone to introduce themselves. Juanita led everyone to read a value on LAC values sheet. Daniel led a Yoga activity.

B. Review of minutes

- a. November 14, 2018 minutes were reviewed but no quorum yet. Once quorum was established, minutes were voted on and amended by Beatriz as requested. Jose Garcia motioned to pass the minutes as amended. Maria second the motion. Amended minutes passed unanimously.

C. Review of Accomplishments:

LAC's 2018 Accomplishments were reviewed.

D. Office of Latino Services-

- a. Jose Lopez reported that bilingual tests are being updated.
- b. He is working on calendar of events in the Latino community.
- c. He is working on employee recruitment in targeted areas.
- d. He is working with the POS committee.
- e. After a change in government and Executive Order signed, the step increase has been approved.
- f. IAHSE created committees in each state agency to try and create Latino Advisory Councils since DCFS is the only agency with the Latino Advisory Council.
- g. Let Jose Lopez know if anyone is looking for work in DCFS.
- h. IAHSE has proposed bilingual pay increase from 5% to 10%.

E. Burgos Coordinator

Lourdes Rodriguez submitted the Burgos report.

- Burgos and Limited English Proficiency Training was finished and approved and now awaiting the final process thru the Training Division before it is placed on the D-Net and made available.
- Burgos Payments went out to 20 private agencies for fiscal year 2018. Bilingual Pay Differential language is in the Program plans for POS agencies for FY19 as well.
- A new reporting system for data which will include Burgos has been developed and will be made available soon. Awaiting the links and tutorial to be made available from DoIT and OITS.
- The coding project is progressing.
- Working to the development of multiple languages being made available for the DCFS external website.
- Over 10 new hires in Spanish Speaking investigators for November/December 2018.
- Monitoring PSA's positions as well as SPSA positions.
- Distributed "A Guide for Parents in Illinois Who are Undocumented": Planning for your children in case of detention or deportation. This guide is published by Loyola University Law School with the participation of DCFS, Debra Dyer-Webster, Assistant Deputy Director of DCFS and has an entire section on child welfare.
- Continuing to work with caseworkers when they request resources for Burgos class members.
- Continuing to work with caseworkers when they request assistance for undocumented families.

F. POS Report –

Jose Lopez reported that he met with the POS committee regarding the revival of the Latino Consortium. They also discussed bilingual testing for POS staff. POS agencies are standardizing their staffing requirements. Yvonne reported that she attempted to obtain POS bilingual pay contract from Childlink. Maria suggested to Yvonne to use the FOIA to obtain the documents. Alex suggested that we ask what are the legal mandates that DCFS needs to adhere to. Daniel stated that he will follow-up on the bilingual pay contract. This committee is also taking the lead on Professional Development event.

G. Committee Reports

a. Child Safety & Permanency –

The committee read its' committee purpose.

b. Community Risk Reduction & Staffing

The committee read its' committee purpose.

c. Data Validity & Disproportionality-

Jose Garcia volunteered and read the report as Nancy distributed the report to members. The report includes purpose, goals, and generated work since last meeting. Work completed:

- Submitted the 6-30-18 Placement Worker analysis in 4th quarter, 2018 to Jose Lopez for feed-back. Average amount of worker case-loads is 15 to 18. Some workers had more than 18. Some workers had less than 15. Note: DCFS currently has a new report which monitors when workers are over the BH level in case-load assignments. I met with Jose Lopez and reviewed / discussed findings.
- Reviewed BH Consent Decree
- Reviewed and distributed the exit interviews blank copy to LAC members so they learn what form employees leaving DCFS should complete to document their concerns that led to their retention being disrupted.
- Reviewed survey questions that Affirmative Action sends employees to obtain their feed-back in order to address concerns or retention issues.
- Compiled a hard-copy of the items located in the Burgos website. Distributed the hard-copy to LAC members.

d. Strategic Communications-

Julia reported the committee purpose. The committee will create goals and review the committee information in the bylaws to recommend revision. The committee is requesting articles for the Professional Development and Family Institute Day.

Note: Daniel Fitzgerald and Jose Lopez provided the objectives and goals page which committee members can utilize when working on their committee goals which is due this month.

H. Old Business

a. Director's letter- Update

Nancy recommended that each committee meet to create a TYPED outline of any issues they want to bring to the DCFS Director. Two positions mentioned in November minutes were approved for posting. CRRS committee needs to come together to provide a typed report on what bilingual positions remain unfilled / unposted. Ad Hoc committee created today for Director's letter: Nancy Rodriguez, Evelyn Martinez, Jose Garcia, and Jose Alex Medina.

b. LAC Historical document

Nancy reported that Committee Chair-person, Julia and Strategic Communications committee members are working on the LAC Historical document which needs revision and language simplicity.

- c. Review of Robert's Rule of Order
Robert's Rules of Order was reviewed by LAC members.
- d. OMA was reviewed by LAC members.
- e. Changes/Corrections to bylaws
Committees will meet to discuss what they will recommend on changes to bylaws and provide a TYPED report.

I. New Business.....11:30 – 12:00pm

- a. Open forum for members
Nancy reported that the next LAC meeting is 2-20-19 at DCFS – Deerfield office. Nancy reported that today, we have 6 guests interested in joining LAC. In the next meeting, there will also be additional new guests.

- b. Open forum for guests
Guests Patricia Boscan, Cynthia Valentin, Evelyn Martinez, Jose Alex Medina, Aracely Tirado, and Patricia Aguilar were allowed to provide feedback. They expressed willingness to continue with LAC meetings.

- c. New 2019 calendar
Nancy distributed a hard-copy of the LAC 2019 calendar.

J. Joint Council Meeting1:00 – 3:00pm
Nancy reported that the next Joint Council meeting is scheduled for 6-19-19, 12:00pm to 3:00pm at 1911 South Indiana Ave, Chicago, IL. Asian American Council is hosting.

Yvonne motioned to adjourn the meeting. Yeni second the motion. All were in favor of the motion. Meeting adjourned

Submitted by Nancy Rodriguez, Chair-Elect