



DCFS Latino Advisory Council

1911 S Indiana 10th Floor

Chicago, IL 60616

July 18, 2018

8:30am – 5:00pm

Conference # (605) 475-4865 - Access Code 864378#

Chair-Person:

Juanita Calderon
Juanita.calderon@illinois.gov

Chair-Elect:

Nancy Rodriguez
Nancy.rodriguez@illinois.gov

Scribe:

Dulce Patron
Dulce.Patron@illinois.gov

DCFS Members:

Julia Camacho de M.
Vanessa Castro
Maria Hernandez
Sydnie Juarez
Beatriz Ramirez
Liliana Romero

POS Members:

Jennifer Contreras
Yvonne Cordero
Maritza Lopez
Yeni Rojas

Ex-officio Members:

Jose J. Lopez, OLS
Lourdes Rodriguez,
Burgos Coordinator

Committees:

Child Safety and
Permanency

Community Risk
Reduction and
Staffing

Data validity and
Disproportionality

Strategic
Communications

Latino Family
Institute

Attendance: Beatriz Ramirez, Juanita Calderon, Lourdes Rodriguez, Vanessa Castro, Yvonne Cordero, Liliana Romero, Yeni Rojas, Jennifer Contreras, and Nancy Rodriguez

Excused: Jose Lopez, Julia Camacho de Monzon, Maria Hernandez, Sydney Juarez, Lisa Marie Perez, Maritza Lopez

Guests: Alex Medina, Keila Cruz, Azalea Mejia

A. Welcome/Team Building/Vision Casting

9:00 am

The team went around the table and talked about leadership and identified everybody's strengths and weaknesses.

B. Review and Approval of June minutes – Tabled for the next meeting

C. Office of Latino Services – Tabled.

D. Burgos Coordinator

Lourdes reported on the new hires and separations from DCFS. In the last six months DCFS has hired 15 bilingual staff and 11 staff left the Department. This equals to DCFS only gaining 4 employees in the last six months. Per Lourdes, staff is leaving for various reasons.

About two weeks ago, there was 166 bilingual Spanish speaking staff. Per the Services Assurance Act agreement, there should be 195 bilingual Spanish speaking staff. Recently DCFS hired two bilingual Spanish speaking social service interns in the Waukegan office for DCP. DCFS DCP employees are being detailed to Rockford and Waukegan in order to decrease the amount of pending investigations.

Vacancies: There are three Spanish speaking positions open for the DCFS hotline located in Chicago and there is a vacancy for the SS Administrative Case Reviewer in Cook County and Northern Region.

Lourdes encouraged everyone to check out the Burgos link on the D-Net. She reported that she has added information on the Burgos link for workers who working with undocumented parents whose children are in foster care.

Alex suggested the council to take the lead to pursue the trends of the retention and asked if Lourdes could share the location where employees are departing from. This will be followed up.

It was reported that around 1500 Spanish speaking children are in foster care and 86% are with the private sector. Policy says that the Spanish Speaking (SS) opening positions are determined based on case count.

Kayla Cruz reported a DCFS staff that was recently hired in March has put in her two-week notice.

Lourdes stated that management is aware of the employees who are above BH the standards.

E. Committee Reports

- a. Child Safety & Permanency
 - i. Intact Position Paper has been submitted. Follow up in needed. The team will follow up the dashboard
- b. Community Risk Reduction & Staffing
 - i. Goals: The committee is currently working on a plan to help support new employees. This will include meeting with each employee individually.
 - ii. The committee and the Burgos Coordinator, Lourdes Rodriguez, agreed to have a meeting with legal department to address some of the concerns in the court system identified by permanency workers.
- c. Data Validity & Disproportionality
 - i. In 2017, the office of affirmative action had 16 employment recruitment events. The breakdown is 1.25 events per month and this includes recruitment events in Chicago, Rockford, Aurora, Rolling Meadows, Waukegan, Bourbonnais and Tinley Park.
- d. Strategic Communications
 - i. The Committee is working on having a Noticias newsletter before the children go back to school.
 - ii. A suggestion was made to write articles for staff that have been in DCFS for an extended period of time (30 plus years) in Lou of LAC's 30th anniversary.

F. Old/New Business

- a. *Director's Meeting update*
 - i. Chairperson, Juanita Calderon, reported that the council has sent the director's office three dates to meet with the director but there has been no response.
- b. *Joint Committee Meeting update*

- i. The Joint Committee meeting is scheduled for August 29, 2018 at the DCFS office at 1911 S. Indiana. The African American Advisory Council will host the meeting

- c. *Status of Immigration Paper*
 - i. The documents continues to be in the procession of review by Janet Ahern.

- d. *Status of Intact Paper Recommendations*
 - i. Juanita reported that she reviewed the Intact Paper and has made some Corrections. The committee will meet August 15, 2018 to review the Intact Paper.

- e. *Status of LAC Historical Outcomes Document*
 - i. Lourdes, Nancy, Juanita will meet on July 30, 2018 to go over the LAC Historical Outcomes Document.

G. New Business

Azalea Mejia was voted in by LAC members.

Adjourned at 12:00 pm

Minutes by Dulce Patron