



Latino Advisory Council Retreat
Casa Guanajuato
3661 South Archer Ave
Chicago, IL 60609

December 18, 2019, 9:00am – 5:00pm

Conference line (888) 494-4032

Access code: 9921-831-605

Chair-Person:
Nancy Rodriguez

Past Chair-Person:
Juanita Calderon

Chair-Elect:
Julia Monzon

Scribe:
Maria Hernandez

DCFS Members:

Vanessa Castro
Coty Corcoles
Jose Garcia
Sydnie Juarez
Evelyn Martinez
Azalea Mejia
Taylor Pierson
Beatriz Ramirez
Liliana Romero

POS Members:

Patricia Aguilar
Jennifer Contreras
Lisa Marie Perez
Daizy Salgado

Ex-oficio Members:

Jose J. Lopez, OLS

Director's Liaison

Daniel Fitzgerald

Committees:

Child Safety and
Permanency

Community Risk
Reduction and
Staffing

Data validity and
Disproportionality

Strategic
Communications

Latino Family Institute

Professional Development
Day

POS (Ad Hoc)

Retreat Minutes

Present:

Phone:

Excused:

A. Welcome/Intro/

Introductions were completed including those on the phone.

B. Review of Mission, Vision, Values

Introductions were completed including those on the phone.

C. Review and Approval of November Minutes

Review of last month's minutes were reviewed and minutes were amended by majority vote. Jennifer Contreras motioned to pass the minutes as amended. Jose Garcia seconded the motion.

D. Calendar

2020 Monthly Meeting Calendar was discussed. It was suggested by Alex Medina that LAC could use a structure for picking locations for future monthly meetings. It was agreed priorities for meeting locations should incorporate collaborative partners (NEIU, UIC, St. Augustine and Loyola Universities, POS agencies such as NYAP, Lydia Home Association, UCAN, Ulich Children's Home, Pilsen Wellness Center).

E. Accomplishments for 2019/ SWOT Analysis, & Goals/ Strengths, Weaknesses, Opportunities, Threats

Discussion was led by Daniel Fitzgerald and Juanita Calderon as follows:

Strengths: increase in membership; partnerships with POS and GAL office; high level of commitment observed; spirit of resiliency; quality of professional development day (third one); institute day success; continued quality of speakers and presenters; emphasis on self care (yoga) and presenters; advocacy for our staff and clients through Director's office i.e. client waiting in ER and vacancies in bilingual staff; improved communications by LAC and use of technology; certifying Burgos workers among POS and Burgos compliance among POS partners; 1st Quarterly POS Provider Collaboration (Sept. 2019); Increased visibility of LAC in other areas outside of Chicago; increased

meetings with Latinos in higher positions; continued outreach with summit meetings with Latinos/Bilingual staff in management positions; increased visibility of LAC with educational institutions; continued collaboration with joint council; continued financial support secured; LAC has members from diversified roles; LAC has very passionate and committed group.

Weaknesses: lack of punctuality; internal conflict; respect; lack of committee meetings and reports; need to be more goal and value driven; delay in tasks agreed upon i.e. historical document; time management and prioritization; lack of team building activities; not securing regular meetings with Director's office; taking initiative and leadership; need to celebrate and affirm each other; balance responses with critiques and solution focused options; lack of re-evaluation of leadership structure and membership.

Opportunities: outreach to mentor other state agencies to foster a LAC within those agencies; re-evaluation of leadership structure and members=360 evaluation (a system in place) in order to evaluate from leadership level; goal setting; team building and celebrating and honoring time needed in meetings; reaching out to LAC supporters; charity outreach; DCFS/POS picnic for youth in care; increase partnership between POS collaboration community and youth and IAHSE; follow up with Doug Washington, Deputy of Resources, 2020 Census-LAC active role possibility; Option 29 vacancies and recruitment efforts; funding; research current/past retention plan for bilingual staff; anticipatory planning (anticipating what can happen and have forethought in planning); mindful of goals and effect LAC can have-shouldn't be limited only to Latino children/community but all other non-bilingual staff/community; better documentation of our accomplishments and work in yearend committee reports.

Threats: Lack of funding; lack of external support; miscommunication/understanding internally; anti-immigrant sentiment about immigrant youth in care (planning ahead); prioritization.

- a. Restructuring and Expansion – Tabled
- b. Summits and Delegations – Tabled
- c. Associations: Burgos, OLS, Joint Councils - Tabled

F. Lunch Break

The Council adjourned for lunch at the appointed time.

G. Review of 2019 S.M.A.R.T. Goals per Committee

(Each committee should have a print-out with all of 2019 work accomplished)

- a. Executive Committee -Tabled
- b. Child Safety and Permanency - Tabled
- c. Community Risk Reduction and Staffing - Tabled
- d. Data Validity and Disproportionality
See Written report
- e. Strategic Communications Tabled
- f. Latino Family Institute Tabled
- g. POS – Committee will meet in January

H. Open Forum

Presentation by Clara Lopez, Director, Tu Casa Guanajuato and background information about the facility and assistance they offer people.

Alex Medina discussed IAHSE's need to continue to increase membership and discussion about the Hispanic Employment Plan. He shared IHASE events for 2020 include Gala Evening on March 28; May 13 Latino Unity Day in Springfield; June Member meeting; July Member Picnic; IAHSE Annual Conference October 3;

Evelyn Martinez discussed the need to increase bilingual workers for DuPage County. This concern was previously raised but there has not been any new information received. A needs assessment of the county was requested from the Burgos Office and Affirmative Action Deputy office.

Jose Lopez reported bilingual workers have been hired in Lake County and Rockford region.

Nancy Rodriguez requested each committee to provide a written description of the goals of their committee and be prepared to present this information at the next meeting.

I. By Laws - Tabled

Meeting was motioned to be adjourned by Evelyn Martinez and seconded by Nancy Rodriguez. Meeting was adjourned by majority vote.