



CWAC RE MEETING MINUTES

Department of Children & Family Services
 CWAC Racial Equity

Date of Meeting:	10/26/2021	Time:	10am – 11:30am
Meeting Facilitator:	Dagené Brown	Location:	WebEx

1. Attendees			
Name(s)			
Dagené Brown	Angela Miner	Yeni Rojas	Relunda Washington
Mari Christopherson	Charles Montario- Archer	Jennifer Seward	Lyman Letgers, Guest
Jasmine Ferrer	Summer Piggee	Prestina Singleton	
Sylvia Fonseca	Sheila Riley	Christopher Towers	
Howard Lee	LaTasha Roberson-Guifarro	Paula Truitt-Alohan	

2. Meeting Objective/Agenda
CWAC RE Monthly Meeting

3. Attachments & Handouts	
Description	Prepared by
 RE Agenda 10262021.docx	Dagené Brown
 RE Legislation 2021.docx	Dagené Brown
SharePoint Link to meeting: https://il.gov-my.sharepoint.com/:r/personal/cfs~renee_mays~20220112~req43268_illinois_gov/Documents/Recordings/CWAC%20Teams%20Meeting%20Invitation%20sent%20on%20Behalf%20of%20Dagen%C3%A8%20Brown-20211026_100652-Meeting%20Recording.mp4?csf=1&web=1&e=V1xNLq	Dagené Brown

Meeting Name: CWAC Racial Equity

4. Meeting Summary & Minutes

1. Welcome
 - a. Roll call was completed via WebEx participant list.
 - b. There was no approval of minutes due to an insufficient number of members to vote.
2. Old Business
 - a. **Membership Updates:** Dagené reminded members to complete both Ethics and Harassment trainings. Please complete today and forward completion information to Reneé.
 - b. **Charter Bylaws:** Lourdes forwarded bylaws to Dagené. Dagené will review in order to put something in place. Update forthcoming.
 - c. **Education Campaign Update:** Christopher Towers provided an update. Christopher stated that videos are still being reviewed. Updated forthcoming.
 - d. **RE Curriculum Update:** Update provided by Dagené. Ashley to provide module. Dagené currently researching other avenues to infuse training.
 - e. **DEI Plan:** Dagené informed members of DEI plan finalization. Dagené will share final DEI plan soon. Christopher is vigorously working on final plan to share. Claude asked how many years the DEI plan will cover to which Dagené responded to identify that the plan will cover two years. Dagené stated she will identify workforce strategies, data requests, and mechanisms to monitor progress.
3. New Business
 - a. Racial Equity Improvement Collaborative Discussion – Lyman Letgers
 - b. Dagené introduced Lyman Letgers of Casey Family Programs, Senior Director and DCFS Strategic Consultant. Lyman schedule permits one-hour availability to join today’s discussion. Lyman introduced himself and gave background info and a brief overview on discussion alignment and national resources before going into more detail. Lyman mentioned that the Racial Equity Improvement Collab Program was last week. Lyman shared some key aspects.
 - (1) Casey Family will be an asset and resource to all
 - (2) Efforts in Illinois to be aligned
 - (3) Casey interested in partnering with DCFS on this mission
 - (4) 14/15 states currently involved to provide a space for cross-jurisdiction dialog from strategic consultant lens
 - (5) Clarity needed on:
 - (a) What is racial justice?
 - (b) What is racism? How does racism impact children and families involved?
 - (c) Racism was done. Can it be undone? What are our roles and responsibilities in undoing the systems that hold racism in place?
 - (6) There is no formula but have the right people in place. Need to move forward beyond the dialog to deconstruct systems that hold racism in place.
 - (7) Q&A session was opened by Lyman and posed the opening question, “What do you need from Casey Family?”
 - (a) Charles M. asked “What should job descriptions look like?” Also, Charles sought answers on how to integrate the conversation within his organization. Lyman responded to say there is no perfect template for integration. Collab with HRs & Casey can help. Sheila R. added she conducted extensive research on the subject from various resources and will share her findings with Charles. Prestina S. furthered the conversation by stating intentional hiring is a key factor to which Claude R. added costs and funding are barriers to intentional hiring. Dagené shared that from her experience sometimes funded is not ever requested in some instances. Sheila R. followed Dagené’s remark stating investing is a must, but change is a greater priority. Dagené echoed Sheila’s remark and added that funding to the program without building the capacity to address issues or putting the right people in place to push the work can be ineffective. Lyman rejoined the conversation to say that there must be the correct mindset around transformation and movement; “Can’t have transformation without the settling of racial justice.” Sheila R., Howard L., and Mari C. continued the conversation. Lyman concluded this portion of the conversation stating how we must understand the history of how we got to where we are now before giving his thanks for participation, adding how Casey wants to partner with Illinois on this issue, and bidding farewell.
 - (b) Charles M. posed a question to Dagené to ask the Director’s position on transformation to which Sheila R. assured the group that the Director is fully committed to this issue.
 - (c) Dagené reemphasized how this committee is Illinois’ extended team and the building block to get work done. Dagené introduced Summer Piggee to the workgroup. Summer P. gave appreciation to Dagené before introducing herself to the workgroup and expressed that her focus is combatting the disproportionality of suspensions, expulsions, and physical restraints for black boys in the education system. Summer added that

she wants to see how and why different organizations move in this way in response to black boys. Summer shared her prime question to partners, "Have you hugged a black boy?" Sheila R., Jennifer S., and Sylvia F. shared with the workgroup their views in response to Summer's comments.

(d) Dagené reviewed the Racial Disproportionality Legislation 2021 meeting attachment and states how the workgroup will play a role in the legislations.

(1) HB3100 --Mandated Reporter IB

(2) HB3267 -- Advisory Commission on Reducing the Disproportionate Representation of African-American Children in Foster Care Act

(3) HB3821 – Racial Disproportionality Task Force

4. There were no public comments for the record.

5. Adjournment and appreciation were provided concisely by Dagené.

5. Action Items

Item	Owner	Deadline	Follow Up
Ethics and Harassment Trainings	Dagené Brown	10/26/2021	TBA

6. Next Meeting (if applicable)

Date: (MM/DD/YYYY)	11/23/2022	Time:	10am	Location:	WebEx
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