



## DCFS Latino Advisory Council

August 18, 2021

9:00am – 12:30pm

WebEx

# Unamended Minutes

### **Chair-Person:**

Julia Monzon

### **Past Chair-Person:**

Nancy Rodriguez

### **Chair-Elect:**

Yeni Rojas

### **Co-Scribes:**

Vanessa Castro

Daizy Salgado

### **DCFS Members:**

Juanita Calderon

Olivia Chavez

Coty Corcoles

Jose Garcia

Sydney Juarez

Juan Maldonado

Evelyn Martinez

Azalea Mejia

Rosa Molina Lassalle

Beatriz Ramirez

Liliana Romero

### **POS Members:**

Patricia Aguilar

Jennifer Contreras

Dennis Delgado

### **Director's Liason:**

Jose J. Lopez

Latino Services

### **Committees:**

Child Safety, Risk

Reduction and

Permanency

Data Analysis,  
Disproportionality  
and Staffing

Strategic  
Communications

POS Collaboration

Latino Family  
Institute

Professional  
Development Day

**Present:** Julia Monzon, Evelyn Martinez, Jose Lopez, Jose Garcia, Daizy Salgado, Vanessa Castro, Nancy Rodriguez, Rosa Maria Molina Lassalle, Jennifer Contreras, Syndie Juarez, Yeni Rojas and Juan Maldonado

**Excused:** Beatriz Ramirez, Dennis Delgado, Coty Corcoles, Liliana Romero, and Olivia Chavez

**Guests:** Kara Hamilton, Duaa Eldib, Melissa Sanchez, Cristina Chambers, Dajanee Tate (Student Intern), and Degene Brown

## A. **Welcome**

Participants were welcomed and introductions were complete.

## B. **Review & Approval of June 2021 Minutes**

The July 2021 minutes were reviewed, amended and approved by majority vote.

## C. **Positive Vibes**

Members were able to share positive experiences.

## D. **Committee Reports:** Tabled

- a. Final Committee Selection
- b. Child Safety, Risk Reduction and Permanency – Daizy Salgado
- c. Data Analysis, Disproportionality and Staffing – Nancy Rodriguez
- d. Strategic Communications – Julia Monzon
- e. POS – Jennifer Contreras & Jose J. Lopez

#### **E. Diversity, Equity and Inclusion report:**

Jose Lopez reports there are continued efforts in hiring and outreach. They are doing community outreach at various community events, Humboldt Park and Back to School Fair.

The Office of Latino Services is working with Universities on recruitment. Jose Lopez reported DCFS has a list of Universities that have a child welfare curriculum within their School of Social Work. The goal is making sure when students graduate, they can come to DCFS with having passed some of the needed testing and one year of experience. DCFS is working on providing students with work credit for their internship to allow for more hires.

There are efforts to increase Latino staff in Waukegan. Jose Lopez participated in the Latinos of Lake County Coalition meeting and discussed the need for Latino staff. Jose Lopez provided DCFS application and job description for the Coalition to share and help DCFS with recruitment.

Jose Lopez will ask CMS about their procedures when filling positions. Azalea Mejia brought concerns about how CMS is telling people they are not allowed to retake the test after 30 day when they do not meet the grade for hiring. In order to retake the test, individuals must reapply for a different position. Jose Lopez will ask Myra Magana, CMS, to participate in the next LAC meeting to discuss recruitment and hiring.

#### **F. Preparation for Meeting with Director Smith**

A workgroup was developed to discuss challenges to recruitment, retention and hiring and provide recommendations to Director Smith. Julia Monzon reviewed the Outline to the Directors report. LAC Executive team will be meeting with Director Smith on September 21, 2021.

#### **G. Old Business:**

##### **a. By-Law**

Bylaws were discussed accepted as amended. The POS Chair will be the chair overseeing the Professional Development Day.

##### **b. Joint Council Meetings**

LAC has attempted outreach to the Joint Councils. Jose Lopez reported the ICWA Council will be starting soon and he will be scheduling a meeting at that time. Jose Lopez is the Director's liaison for all the Councils.

**c. Open Meetings Act-New Members**

The Attorney General's website for members to complete the Open Meeting Act training is not active.

**H. New Business:**

**a. Latino Institute Day Awards**

The Burgos Family Award was discussed. A meeting will be scheduled to discuss and revamp criteria.

**I. Professional Development Day Planning**

The upcoming Professional Development Day was discussed. Members went over the agenda and workshops. Facilitators are needed to facilitate workshops.

**J. Open Forum**

No items discussed.

**K. Next General Meeting – September 15, 2021**

Scribe: Vanessa Castro