



AVISO NEWSLETTER

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MESSAGE FROM THE BOARD OF DIRECTORS

As the year draws to a close, we want to express our deepest gratitude for your steadfast support as a valued member of IAHSE. Your dedication and commitment have been instrumental in propelling our cause forward, and we are truly thankful for your active participation. Together, we have tirelessly addressed disparities within the Hispanic (Latino/a/e/x) workforce, recognizing the crucial importance of representation at all organizational levels. While we celebrate our noteworthy achievements, we remain mindful that there is more work to be done, particularly in ensuring adequate representation in senior, executive, and cabinet positions.

A highlight of this year was our annual IAHSE conference, where we had the privilege of welcoming Executive Leadership from various Illinois agencies, all committed to advancing our cause. To highlight this current administration Hispanic Directors that were part of the meeting included newly appointed Secretary Dulce Quintero of DHS; Mario Treto Jr., Secretary of IDFP; Raven DeVaughn, Director of CMS; Patricia Santoyo-Marin, Deputy Director of Diversity & Inclusion; Alex Bautista, DHR, Deputy Director; Jenny Aguirre, Chicago Bilingual Nurse Consortium and Ennedy Rivera, Commissioner on Equity & Inclusion to name a few, see the full list of attendees below.

- Daniel Fitzgerald, DCFS Chief Diversity Officer
- Marlene Allen, Abraham Lincoln Library – HR Director
- Jenny Aguirre, Chicago Bilingual Nurse Consortium
- Theresa Eageleson, HFS Director
- Glenda M. Corbett, DOA, Deputy Director
- Shelith Hansbro, DOC Deputy Director DEIA
- Eddie Escamilla, DOC, Chief
- Ennedy Rivera, Commission on Equity & Inclusion, Commissioner
- Mario Treto Jr., DFPR Secretary
- Raven DeVaughn, CMS Director
- Patricia Santoyo-Marin, CMS Deputy Director, Diversity & Inclusion
- Alex Bautista, DHR Deputy Director
- Jim Bennett, Director, DHR
- Heidi Mueller, DJJ, Director (former)
- LaToya Hughes, IDOC Chief of Staff (former) now Acting Director
- Sally Smith-McDaniel, IEMA, Chief HR Officer
- Albert Kohl, DoIT
- Alex Rivera, DoIT
- Griselle Torres, IDPH, Disease Control
- Carl Gutierrez, IDFP Legislative Liaison
- Dulce Quintero, DHS, Secretary

During this session, we addressed critical issues, including the digital divide, generational gaps, and strategies to dismantle institutionalized practices. Notably, we spotlighted the need for increased Latino representation, citing examples such as DCFS, where only 10% of the workforce identifies as Latino.

As a dedicated board, our mission is to continue serving the employees of the great state of Illinois. We aim to raise awareness, provide educational tools, and advocate for a more inclusive and equitable work environment. As we turn our gaze to the upcoming year, we warmly welcome new members to join us in our shared mission. With our current membership standing at 395, we are growing stronger. Together, we will ensure that the voice of the Hispanic community resonates throughout workplaces in Illinois. During this festive season, the Board of Directors extends our warmest wishes to you and your loved ones. May your holidays be filled with joy, laughter, and the warmth of shared moments. Thank you once again for your unwavering dedication and trust in IAHSE. Your involvement is pivotal to our success, and we eagerly anticipate achieving even greater milestones together in the coming year.

Wishing you a joyous holiday season and a prosperous New Year!

–IAHSE Board of Directors

STATE SERVICES ASSURANCE ACT

It's been 15 years since the passage of the State Services Assurance Act (November 2008). The intent of the legislation was to assure access to state services to thousands of Illinois residents who have limited English proficiency by increasing the number of bilingual staff. The law targeted state jobs that were in the union, specifically titles within AFSCME contract. The Act 5 ILCS 382 required state agencies to maintain the level of bilingual frontline staff as of June 2007 and in addition listed eleven state agencies that were required to increase the number of bilingual staff by July 1, 2008. The increase of bilingual staff varied among the eleven agencies:

- (1) The Department of Corrections shall have at least 40 additional bilingual frontline staff.
- (2) Mental health and developmental centers operated by the Department of Human Services shall have at least 20 additional bilingual frontline staff.
- (3) Family and Community Resource Centers operated by the Department of Human Services shall have at least 100 additional bilingual frontline staff.
- (4) The Department of Children and Family Services shall have at least 40 additional bilingual frontline staff.
- (5) The Department of Veterans Affairs shall have at least 5 additional bilingual frontline staff.
- (6) The Environmental Protection Agency shall have at least 5 additional bilingual frontline staff.
- (7) The Department of Employment Security shall have at least 10 additional bilingual frontline staff.
- (8) The Department of Natural Resources shall have at least 5 additional bilingual frontline staff.
- (9) The Department of Public Health shall have at least 5 additional bilingual frontline staff.
- (10) The Department of State Police shall have at least 5 additional bilingual frontline staff.
- (11) The Department of Juvenile Justice shall have at least 25 additional bilingual frontline staff.

The 2020 US Census tabulated that Hispanics accounted for nearly 18% of Illinois' population. The 2000 US Census reported Hispanics made up 12.3% of the state population. Perhaps it is time to amend the State Services Assurance Act to increase the minimum levels of bilingual staff at various agencies such as Illinois Department of Revenue, Lottery and DHS Division of Rehabilitation Services.

LEGISLATIVE UPDATE

State Rep. Dagmara Avelar, D-Bolingbrook, introduced the Language Equity and Access Act (HB 3222) earlier this year. The Act creates the Division of Language Equity and Access within the Governor's Office of New Americans to lead Statewide efforts in the implementation of the State's language equity and access policy for Limited English Proficient persons and to ensure meaningful access to information, services, programs, and activities offered by State agencies and other covered entities, including departments, offices, commissions, boards, or other agencies for Limited English Proficient persons. It also provides that the role of the Division is to advance and monitor implementation of and compliance with the Act. For more information and updates of this house bill, [click here](#).

FRIENDLY REMINDERS

- When being promoted between state agencies, please remember to resubmit your membership with IAHSE with your new agency. Once a member leaves a State Agency, their membership is cancelled, we are not notified when transfers occur.
- If you are receiving any IAHSE communication on your work e-mail, i.e. @illinois.gov, please update your e-mail with us as soon as possible. All IAHSE communication should be going to your personal e-mail.



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