



# AVISO NEWSLETTER

Volume 24, Issue 01

JANUARY 2024

WWW.IAHSE.ORG

IAHSE.ASSOC@illinois.gov

## SAVE THE DATE!

Latino Unity Day!

May 7th – May 8th, 2024

Springfield, IL

Location: TBA

Latino Unity Day is a time for our Latino community and allies to support the many legislative updates that affect us, as well ensure Latinos are at the forefront of future legislative affairs. As with previous years, IAHSE continues participation on the Latino Unity Day Planning Committee. We are committed to continue advocating for our members in the development of current and future legislation and policies.

For more information, please visit our [events page](#).

## Message from President Mitsi Gallardo

Dearest IAHSE Members and Friends,

As I think about 2024 and what it means to me, it has brought me to think about our history and what we as an organization have done over the past 35+ years of IAHSE's existence. I think of the many accomplishments of previous presidents such as Carmen Flores Rance, Hilda Lopez Arce, Martha Lopez, Carmen Lebron. I specifically mention the women of IAHSE as I am only the 5th female President in IAHSE's history! I also think of people like Miguel Del Valle and Robert Ruiz, not to mention the previous IAHSE presidents who still faithfully serve our organization – thank you Jose Lopez, Carlos Charneco, and Jose Prado!

I also think about all of the work that IAHSE still has to do. While those that have blazed the trail before us have helped to shape who we are, we still need to press on for greater things for our communities. While the Hispanic presence in Illinois has increased, many agencies have not caught on, leaving our Spanish-speaking communities to suffer. We need more Spanish-speaking staff... and not just at entry level jobs where the Spanish-speaking options are mostly available. We need Hispanics in management, in HR, at the Directorship level. Once we have Hispanic employees at every level of state government, only then will agencies really be able to understand the true needs of the Hispanic community. We need Hispanics to fill positions that serve the Spanish-speaking community because we know that without cultural understanding, language only consists of words.

I promise that the Board will continue to reach out to whoever we need to in order to make changes... we will continue to reach out to the Governor's Office, state legislators on both sides of the aisle, as well as any sister organization that can help us push for the much needed change that we all desire! We will document our attempts at communication, and if needed, bring it to you, our membership, to bring more attention and show our leaders that our cause is important. That we are important.

Together, we can push for more in 2024!

In Service,  
Mitsi N Gallardo  
President

## CMS BILINGUAL REPORT

According to the 2006 Hispanic Employment plan there were approximately 53,000 coded State employees, 1,089 were receiving bilingual pay for the use of the Spanish language. The Bilingual Needs/Bilingual pay report for FY 2010 noted there were 1,696 Hispanic employees receiving bilingual pay. For fiscal year 2013 the number of Hispanic employees receiving bilingual pay went down to 1,683. Fast forward to fiscal year 2022 and 2023 and the number of Hispanic employees receiving bilingual pay was 1,478.

## FOLLOW US!

Please ensure to follow us on our social media accounts listed below. We provide updates on the work the board is doing across our social media platforms. If you have a LinkedIn account, we highly recommend following us: IAHSE - Illinois Association of Hispanic State Employees. We have grown to over 460 followers. Regularly, we share state employment opportunities in both coded agencies and non-coded agencies at various levels, including bilingual and non-specific bilingual postings.



IAHSE -ILLINOIS ASSOCIATION OF  
HISPANIC STATE EMPLOYEES



IAHSE

## LEGISLATIVE UPDATE

State Rep. Edgar Gonzalez Jr., Chicago-introduced the Not For Profit-Demographics bill ([HB 3139](#)) earlier 2023.

The bill amends the General Not For Profit Corporation Act of 1986. Provides that in its annual report filed with the Secretary of State, a domestic or foreign corporation shall include the aggregated demographic information of its directors and officers, including race, ethnicity, gender, disability status, veteran status, sexual orientation, and gender identity. Provides that no later than 30 calendar days after filing the annual report with the Secretary of State, a corporation shall post to the corporation's publicly available website, if one exists, the aggregated demographic information of the corporation's directors and officers.

Effective January 1, 2024.

## 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](mailto:@illinois.gov), please update your e-mail with us as soon as possible. All IAHSE communication should be going to your personal e-mail.



IAHSE- ILLINOIS ASSOCIATION OF  
HISPANIC STATE EMPLOYEES