



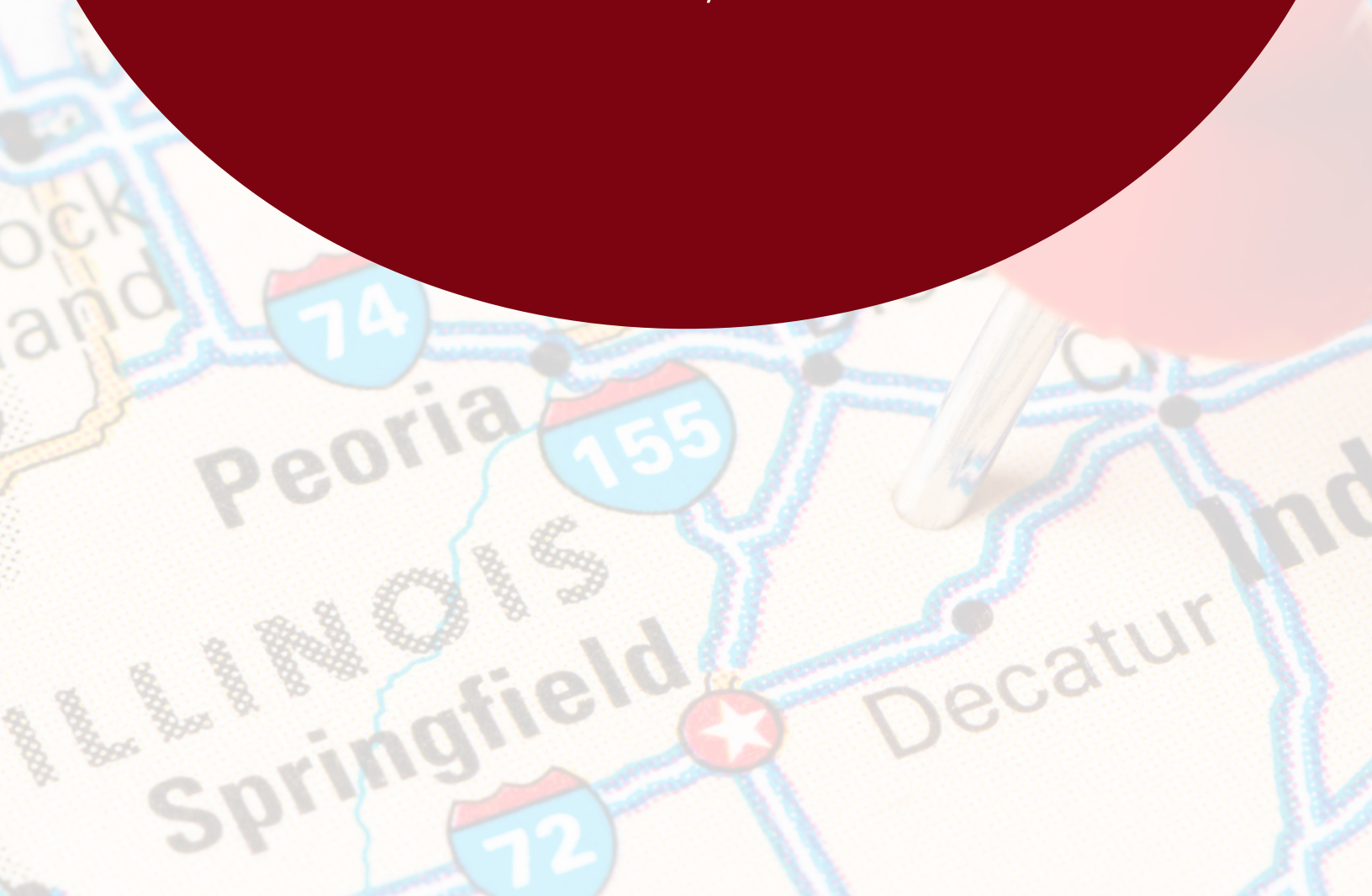
**37TH ANNUAL TRAINING CONFERENCE & JOB FAIR**

# **SEGUIMOS PA'LANTE**

## **AMPLIFYING OUR VOICES**

**FRIDAY, OCTOBER 10TH, 2025**

**OAK BROOK HILLS RESORT & CONFERENCE CENTER  
OAK BROOK, ILLINOIS**





## ILLINOIS ASSOCIATION OF HISPANIC STATE EMPLOYEES

P.O. BOX 64384 | SCHAUMBURG, IL 60168  
PHONE: (312) 814-8942 • Fax: (312) 814-6840

Dear Esteemed Guests, Executive leadership, and Members,

Let me begin by expressing my heartfelt gratitude to our founding leaders who started IAHSE 37 years ago. We would not be here today without their vision and the strong foundation they built for this organization. Thanks to them, we continue to grow each year, creating a positive and inclusive space for **ALL**.

IAHSE proudly represents more than 400 members from over 20 state agencies. While our roots are in advancing opportunities for Hispanic employees, our membership is open to everyone who shares our vision and commitment. Since 1987, IAHSE's mission has been to increase Hispanic representation across all levels of state government to better serve our communities.

This year's theme was chosen with great care, inspired by the world we live in today: **SEGUIMOS PA'LANTE: AMPLIFYING OUR VOICES**. We will continue to amplify our voices, advocate for the underserved, and provide educational tools that empower our members and all state employees. This is a crucial time for us to be mindful, vigilant, and thoughtful—leading by example in everything we do.

Our workshops this year are **meaningful, intentional, and insightful**. We encourage you to take notes, ask questions, and connect with your peers. Together, let's continue moving forward—*seguimos pa'lante*.

With gratitude and solidarity

***Diane Casas***

Board President, IAHSE



# Proclamation

Presented this 8<sup>th</sup> day of October 2025

***WHEREAS**, the Illinois Association of Hispanic State Employees has dedicated its efforts to supporting Hispanic state employees and Latino communities; and,*

***WHEREAS**, the Illinois Association of Hispanic State Employees has maintained its partnership with Central Management Services to continue overseeing the implementation of the Hispanic Employment Plan, to increase Hispanic employment, and to seek promotion of qualified Hispanics to decision-making positions; and,*

***WHEREAS**, the Illinois Association of Hispanic State Employees is continuing its 37th Annual State Employees Training Conference and Job Fair to provide skills to improve the quality of life for individuals; and,*

***WHEREAS**, the conference and job fair help support Hispanic/multilingual state employees, promote agency services, and recruit Hispanics and minorities; and,*

***WHEREAS**, the theme of this year's conference is Seguimos Pa'Lante: Amplifying Our Voices; and,*

***WHEREAS**, the Illinois Association of Hispanic State Employees is leading by example and ensuring Hispanic and minority employees across state government can succeed;*

***THEREFORE**, I, JB Pritzker, Governor of the State of Illinois, join in recognizing and celebrating equal opportunity, fairness, and support for Hispanic and Latino residents in state government and across Illinois.*



  
JB Pritzker  
Governor, State of Illinois



**JULIANA STRATTON**

LIEUTENANT GOVERNOR  
STATE OF ILLINOIS

October 10, 2025

Illinois Association of Hispanic State Employees

c/o Edwin Sanchez Molina  
555 W. Monroe St. Ste. 600  
Chicago, IL 60661

Greetings,

I am thrilled to welcome you, our incredible state employees, to the 37th Annual IAHSE Conference and Job Fair! This gathering is a chance to learn new information, foster new connections, and explore new opportunities.

Your theme, "Seguimos Pa'Lante: Amplifying Our Voices," emphasizes the importance of not just including, but actually centering diverse perspectives in state government. The work you do each day makes life better for the residents of Illinois; your experiences as state employees offer essential insight into how we can better support and equip civil servants.

As you enjoy this time together, I encourage you to be brave – say hello to someone you haven't met before, attend a workshop that interests you, and contribute your thoughts in conversations. I look forward to hearing all about it!

Respectfully,

A handwritten signature in black ink that reads "Juliana Stratton".

Juliana Stratton  
Lieutenant Governor  
State of Illinois

214 StateHouse  
Springfield, Illinois 62706  
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Fax: 217.558.3094  
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555 West Monroe  
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Fax: 312.814.5228





OFFICE OF THE ILLINOIS STATE TREASURER  
**MICHAEL W. FRERICHS**

October 10, 2025

Illinois Association of Hispanic State Employees  
P.O. Box 64384  
Schaumburg, IL 60168

Dear Friends,

Welcome to the 37<sup>th</sup> Illinois Association of Hispanic State Employees (IAHSE) Conference and Job Fair.

The IAHSE continues to provide unique training and networking among colleagues and senior management. This conference and job fair provides the opportunity of guidance and professional and educational development for Hispanic state employees. It is a demonstration of the success of IAHSE's work.

I commend the IAHSE for the advocacy of employment and education policy in Illinois, and for being at the forefront of initiatives to address hispanic participation in all levels of public service and community enhancement.

I wish the IAHSE continued success and thank you for your service to the people of Illinois.

Sincerely,

A handwritten signature in blue ink that reads "Michael Frerichs".

Michael Frerichs  
Illinois State Treasurer

State Capitol  
Room 219  
Springfield, IL 62706  
Phone: (866) 458-7327  
Fax: (217) 785-2777  
TTY: (866) 877-6013

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TTY: (866) 877-6013



OFFICE OF THE ATTORNEY GENERAL  
STATE OF ILLINOIS

KWAME RAOUL  
ATTORNEY GENERAL

October 1, 2025

Illinois Association of Hispanic State Employees  
Diane Casas, President  
P.O. Box 68384  
Schaumburg, IL 60168

Dear President Casas, Members, and Friends:

As Attorney General of Illinois, I am delighted to welcome you to the Illinois Association of Hispanic State Employees' 37th Annual Training Conference and Job Fair.

Events such as these help ensure Hispanic state employees have the support and resources necessary to succeed as they serve the people of Illinois. This year's theme, "We Keep Moving Forward: Amplifying Our Voices," affirms the importance of the Hispanic voice in state government and the relevance of your contributions to our national narrative. I applaud the Association's achievements and ongoing efforts, and I remain committed to making my office a diverse and inclusive workplace for all. Again, welcome. I wish you a productive event and many more years of continued success.

Very truly yours,

A handwritten signature in black ink, consisting of a large, stylized 'K' followed by a cursive 'R' and 'aoul'.

Kwame Raoul  
ATTORNEY GENERAL



**SUSANA A. MENDOZA**  
ILLINOIS STATE COMPTROLLER

October 10, 2025

GREETINGS/ SALUDOS

As the first Latina Comptroller for the State of Illinois, it is my honor to welcome everyone to the 37th Annual Hispanic State Employees Training Conference/Job Fair hosted by the Illinois Association of Hispanic State Employees (IAHSE). This year's theme, "Seguimos Eguimos Pa'Alante: Amplifying Our Voices," is a vital message to carry forth.

It is my hope that Latino representation in government continues to grow, and our voices are heard from every sector, public and private. Our contributions to Government specifically are invaluable, and I know the future shines brightly when we work together. That's what makes events like this so very important.

Congratulations to IAHSE as we celebrate this instrumental and professional training conference to assist its hundreds of members in enhancing their individual academic and professional goals. I hope that all IAHSE attendees, both state employees and recruited staff, embrace this wonderful opportunity to attend the professional development workshops available at this yearly conference.

!Muchas Felicidades a todos! It is a privilege to continue to serve you and our great state of Illinois. To everyone gathered for this wonderful event, I send my best wishes for success and happiness.

Best Regards,

A handwritten signature in black ink that reads "Susana A. Mendoza". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Susana A. Mendoza  
Illinois State Comptroller

555 West Monroe Street, 1400S-A  
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## OFFICE *of the* SECRETARY *of* STATE

Alexi Giannoulas • Secretary of State

October 10, 2025

Dear Attendees,

As Illinois Secretary of State, it is my honor to welcome you to the 37th Annual Hispanic State Employees Conference & Job Fair, hosted by the Illinois Association of Hispanic State Employees (IAHSE). For nearly four decades, IAHSE has hosted this gathering to celebrate diversity, strengthen professional development, and expand opportunities for Hispanic employees across Illinois.

This year's event not only provides opportunities for professional growth and career advancement but also showcases the importance of representation in government. I applaud the efforts of IAHSE to ensure that the voices of Hispanic employees are heard and respected at every level of public service. Through collaboration, advocacy, and unwavering commitment, IAHSE continues to foster a stronger, more inclusive Illinois.

Illinois continues to thrive because of its many cultures, traditions, and perspectives. IAHSE's work helps to ensure that state government reflects and serves all communities. I thank you for your dedication to promoting diversity and for your service to our state.

Congratulations on the success of this year's conference. I wish you a productive, inspiring, and meaningful event.

Sincerely,

A handwritten signature in black ink that reads "Alexi Giannoulas". The signature is fluid and cursive, with a long horizontal line extending from the end.

Alexi Giannoulas  
Illinois Secretary of State



# BOARD OF DIRECTORS



**Diane Casas**  
*President*  
IDFPR



**Edwin Sanchez Molina**  
*Vice President*  
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**Jose J. Lopez**  
IDCFS



**Jose M. Prado**  
IDOC



**Margarita Olmos**  
ILLCF



**Lubia Suterwala**  
IDPH

# **PAST PRESIDENTS**



**Robert Ruiz**

**Ben Bonales**

**Hilda López Arce**

**Anthony Sisneros**

**Gilberto Romero**

**Peter Vina**

**Carmen Rance Flores**

**Jose J. López**

**Martha López**

**Carlos R. Charneco**

**Jose Prado**

**Ivan Barajas**

**Alex Medina**

**Carmen Lebron**

**Mitsi Gallardo**

# **JOB FAIR EXHIBITORS**

**Illinois Department of Agriculture**

**Illinois Department of Central Management Services**

**Illinois Department of Children & Family Services**

**Illinois Department of Commerce & Economic Opportunity**

**Illinois Department of Corrections**

**Illinois Department of Early Childhood**

**Illinois Department of Employment Services**

**Illinois Department of Financial and Professional Regulations**

**Illinois Department of Healthcare & Family Services**

**Illinois Department of Human Rights**

**Illinois Department of Human Services**

**Illinois Department of Human Services Division of Rehabilitation Services**

**Illinois Department of Innovation & Technology**

**Illinois Department of Natural Resources**

**Illinois Department of Public Health**

**Illinois Department of Revenue**

**Illinois Department of Transportation**

**Illinois Department of Veterans Affairs**

**Illinois Department on Aging**

**Illinois Environmental Protection Agency**

**Illinois Gaming Board**

**Illinois Housing Development Authority**

**Illinois Office of the Comptroller**

**Illinois Secretary of State**

**Illinois State Board Education**

**Illinois State Police**

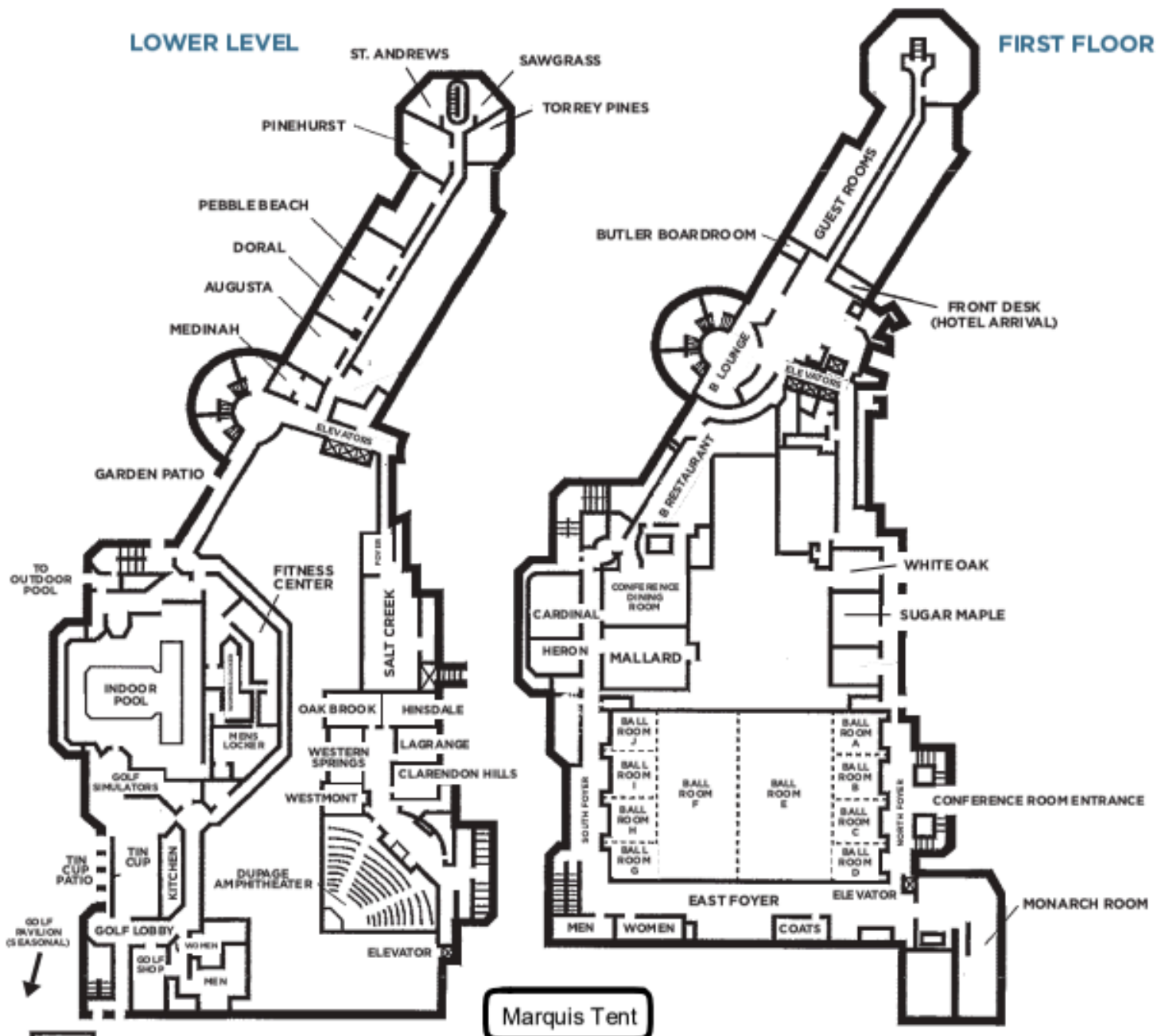
**Illinois State Treasurer**

**Illinois Tollway**

**Office of the Illinois State Fire Marshal**

## LOWER LEVEL

## FIRST FLOOR



Marquis Tent

### Registration

East Foyer

### Welcome Breakfast | Luncheon & Keynote Speaker

Main Ballroom

Registration required

### Job Fair\* | Reception

Marquis Tent

### Workshop Guide

#### Ballroom A/B

AM/PM - Your State Retirement System : SERS

#### Ballroom C/D

AM - AI & How it Works: DoIT

PM - Bilingual Pay: What You Need to Know

#### Ballroom G/F

AM - Legislative Roundtable

PM - Updates on State Agencies Language Equity Access

#### Ballroom J

AM - Boomers to Zoomers : DHR

#### Hinsdale

AM/PM - Updates on CMS Hiring Processing: Understanding the Path

#### Oakbrook

AM/PM - Financial Wellness: Treasurer's Office

#### Heron

AM - Mental Health: Tools for Balance & Burnout Prevention

PM - Understanding Performance Evaluations

#### Conference Dining Room

PM - Mental Health: Tools for Balance & Burnout Prevention





### **Master of Ceremonies: Jorge Montes**

Jorge Montes is currently the principal at Montes & Associates, P.C. where his practice is focused on business law and clemency. Mr. Montes is a former chairman of the Illinois Prisoner Review Board. He was appointed to that board by Gov. Jim Edgar in October 1994 and served as chairman from 2004 to August 2010. He earned a Bachelor's Degree in Communications in 1985 from Loyola University of Chicago and a Doctorate in Jurisprudence in 1988 from Loyola University School of Law. Mr. Montes served as a supervising litigation attorney for the Cook County State's Attorney's office; as editor for Passport, an American Bar Association publication; and as a spokesperson for the Office of the Illinois Attorney General. Mr. Montes has and currently serves on various bar association committees and college boards including the American Bar Association, the Illinois State Bar Association, various Hispanic bars, the Loyola University School of Law Board of Trustees, the Chicago Theological Seminary Board of Trustees and has hosted cable television and radio talk shows in Chicago. He has also been a member of the Illinois Department of Corrections Board of Education and Chairman of the Board of the Esperanza Health Centers in Chicago and the City of Chicago Police Board. He is a frequent public speaker and guest on television and radio programs and is now a weekly legal analyst for Univision and Telemundo both nationally and locally. He resides in Chicago's Bucktown neighborhood with his wife and daughters.

### **Invocation: Jose M. Prado**

Jose M. Prado is a Parole Agent for the Dept of Corrections District 1 at the Oakley Office Larrabee South. He has been a member of AFSCME for 25 Years starting in September 1998 when he was hired at Joliet C.C. He was elected to the position of Trustee and later a RC-6 Representative. When Joliet Closed in 2001, he was transferred to Stateville C.C. At Stateville, he served in several capacities within their local. He was a trustee, a RC-6 representative, Steward, and Chief Steward. He traveled to Pennsylvania representing the parole division of AFSCME and assisted the sisters and brothers of the Pennsylvania Dept of Corrections while they were organizing to be represented by AFSCME. He was a member of the negotiations committee and attended 3 contract negotiations. He currently serves as the IDOC Parole Regional Coordinator for Staff Wellness Response Team. Assisting staff in times of need. He is a certified Staff Wellness Specialist of the Illinois Fraternal Order of Police serving all the law enforcement community. He is certified by the Desert Waters Outreach Program to train the instructors of the Corrections Fatigue to Fulfillment. (CF2F) workshops being offered to prisons staff. He was elected as the Treasurer for the Illinois Correctional Association in 2022. He is the local secretary for AFSCME Local 3436.

### **About the Speaker: Noa Garcia**

Noa Garcia, a fifteen year old singer/songwriter and actress from Chicago, captivates audiences with her timeless voice and old-soul presence. She won Best Child Actress at the Rincón International Film Festival for her role in the short film ¡Comè!, which is now streaming on HBOMax. A passionate jazz singer and songwriter, Noa is working on her debut album, where she plans to fuse genres and create something truly unique. Follow her on Instagram, facebook and youtube @noabeanmusic as she will be taking the world by storm!



**President Welcome: Diane Casas**

Diane Casas is a Project and Community Outreach Manager for the Illinois Department of Financial and Professional Regulation. She joined IDFPR in March of 2020. She provides educational resources and serves as an advocate for the citizens of Illinois. Diane earned a Bachelor of Arts in Management from Benedictine University. Before joining, the state, she worked in the private sector and has an extensive background in sales and marketing. Diane joined the board in 2023 and currently holds the position of President for IAHSE. A first generation daughter of Mexican immigrants, she is passionate of helping others and advocating for the community.

**Vice President Welcome: Edwin Sanchez Molina**

Edwin is an Upstate Pre-Apprenticeship Grant Manager with the Bureau of Illinois Works in the Department of Commerce and Economic Opportunity (DCEO). Prior to joining DCEO, Edwin worked for the Illinois State Board of Education Multilingual/Language Development Division. He graduated from Northeastern Illinois University. Before joining the State of Illinois, Edwin gained experience at the City Colleges of Chicago- Wright College. In the past, he has participated in multiple volunteer education associations and contributed to his respective collective bargaining unit.



**Master of Ceremonies: Patti Vasquez**

For over 20 years, Patti Vasquez has been traveling the world as a headlining stand-up comic in comedy clubs, casinos, and colleges. Her TV special MY LIFE IS A JOKE aired on The Oprah Network and she co-hosted the daytime talk show pilot FUNNY GIRLS for ABC Television. For six years the Chicago native hosted her own nightly talk show PRETTY LATE WITH PATTI VASQUEZ on WGN and was #1 in its time slot. Now, she is the host and executive producer of the wildly popular DRIVING IT HOME WITH PATTI VASQUEZ on WCPT, Chicago's HEARTLAND SIGNAL, where she brings her unique blend of humor and political insight to talk radio. Beyond entertainment, Patti serves as an Assistant Policy Advisor to Illinois Comptroller Susana Mendoza and is a dedicated advocate for individuals with disabilities, bringing both her comedic perspective and policy expertise to important social justice issues.

**Keynote Speaker: Comptroller Susana A. Mendoza**

Susana A. Mendoza took office as Illinois Comptroller on December 5, 2016, completing the term of her late friend Judy Baar Topinka. She was reelected in 2018 and 2022 and is the first Hispanic independently elected to statewide office in Illinois. Comptroller Mendoza has transformed the office by increasing transparency, modernizing financial systems, and improving fiscal stability. She made government spending more accessible to the public and led efforts to pay down the state's massive backlog of unpaid bills. Today, Illinois pays its bills faster than the private sector. Taking office during a budget impasse, she prioritized funding for nursing homes, schools, and essential community services, ensuring the state's most vulnerable residents were protected.

Under her leadership, Illinois' Rainy Day Fund has grown to nearly \$2.4 billion, and the state has earned nine credit rating upgrades. Comptroller Mendoza has been recognized for her commitment to fiscal responsibility, stability, and open financial reporting. She led bipartisan transparency initiatives, including the Debt Transparency Act, Truth in Hiring Act, Budgeting for Debt Act, and Vendor Payment Program Transparency Act, revolutionizing government accountability.

During the COVID-19 pandemic, she launched a public spending portal to track state purchases, setting a national standard for transparency. In 2024, she created another portal to monitor spending related to asylum seekers in Illinois.

Comptroller Mendoza served six terms in the Illinois House of Representatives, where she built a reputation for bipartisan leadership in education, public safety, and job creation. She later became the first woman elected Chicago City Clerk, where she modernized office systems and services.

A first-generation Mexican American, Mendoza graduated from Bolingbrook High School and Truman State University, where she earned All-Midwest soccer honors. She lives in Chicago's Portage Park neighborhood with her husband, David, and their son, David.

# COMMUNITY AWARD



## **La Escuelita Bombera de Corazon**

La Escuelita Bombera de Corazón, founded in November 2009 by Ivelisse “Bombera de Corazón” Díaz, is an Afro-Puerto Rican diasporic performing arts school rooted in the tradition of Bomba. La Escuelita offers a comprehensive curriculum of basic, intermediate, and advanced courses, all grounded in Bomba’s rhythmic structure and cultural context.

Located in the historic Puerto Rican neighborhood of Humboldt Park in Chicago, and extending its reach globally through virtual programming, La Escuelita serves as a vital educational and cultural hub. Students are offered access to master bomberxs, historians, composers, families, instrument artisans, and cultural leaders. Centering intergenerational learning and prioritize accessibility, cultural continuity, and community in practice.

Led by a collective of experienced practitioners, La Escuelita cultivates discipline, creativity, and community leadership while deepening connections between Chicago and Puerto Rico. La Escuelita’s mission is not only to teach Bomba but to honor and uplift the communities and elders who have sustained it. With a pedagogy rooted in Black and Brown liberation, cultural resilience, and social justice, La Escuelita transforms in-person and virtual classrooms into bateyes of embodied learning, healing, and collective memory.



# GOVERNMENT AWARD



**Secretary Dulce Quintero** was appointed Secretary of the Illinois Department of Human Services (IDHS) by Governor JB Pritzker in October 2023. They previously served as IDHS Assistant Secretary of Operations, leading equity-centered COVID-19 response and overseeing human capital, IT, budget, and finance. Born in Mexico and raised in Chicago, Quintero is a proud nonbinary, LGBTQIA, and disabled leader. Quintero has worked extensively as an advocate and community builder, with a focus on LGBTQIA communities. In 2017, they were inducted into the Chicago LGBT Hall of Fame and in 2024 they received a Congressional Commendation from Congresswoman Delia Ramirez. Before joining IDHS, Quintero was Director of Operations at Erie Humboldt Park Health Center, where they expanded operations to serve over 9,400 patients annually. They also founded the Casa Corazon Drop-in Program for LGBTQIA youth at La Casa Norte.

Quintero is a board member of the Association of Latinos Motivating Action. Their prior community engagement includes leadership of the Chicago Dyke March and serve as a founding board member of Orgullo en Acción, where they co-organized the first-ever Chicago Latino Pride Picnic. They hold a bachelor's degree from UC Davis and a certificate in nonprofit leadership from The Center for Leadership.

[Click here to watch Secretary Dulce Quintero's inspiring message on receiving this year's Government Award.](#)

# LEADERSHIP AWARD



## **Carlos R. Charneco**

Carlos R. Charneco is a retired State Employee with 38 years of state civil service. He currently serves as Chair of the State Hispanic Employment Plan Advisory Council.

A graduate from Northwestern University he started his career with the Illinois Department of Employment Security (IDES) in 1980 serving in multiple positions including Equal Opportunity Officer. He later worked for Central Management Services as the manager of the Diversity Enrichment Program and at the Illinois Department of Commerce & Economic Opportunity conducting EO compliance review of workforce centers. In 2009 Mr. Charneco was the recipient of the William J. Harris Award, established by National Association of State Workforce Agencies (NASWA) to recognize excellence in the field of equal opportunity (EO). He has served as the past President of the Illinois Association of Hispanic State Employees (IAHSE) and past President of the Illinois International Association of Workforce Professionals (IAWP).

# HILDA LOPEZ-ARCE AWARD



## **Ricardo Estrada**

Ric Estrada is CEO of Metropolitan Family Services, one of Illinois' largest and best-respected human services agencies. Since joining Metropolitan in 2011, he has helped the agency more than quadruple in revenue and families served.

Prior to joining Metropolitan he served as First Deputy Commissioner of the City of Chicago's Department of Family and Support Services (DFSS). He previously served as Executive Director of Erie Neighborhood House in Chicago.

Ric is a former two-term trustee of the University of Illinois System and a proud UIC alumnus. He also holds degrees from Loyola University and the University of Chicago. Ric serves on the Board of Directors of ComEd, Metra, the Grand Victoria Foundation, and the National Museum of Mexican Art.

Ric is a fellow of Leadership Greater Chicago, an American Marshall Memorial Fellow, and a 2014 Edgar Fellow.



### **Workshop Objective**

The retirement benefit seminar is a program designed to help participants assess their immediate retirement plans and take the necessary steps to make the transition between employment and retirement as smoothly as possible. The seminar also reviews the SRS entitlements, the importance of establishing goals and maintaining a healthy professional relationships and stress the need for continuous financial planning and keeping an updated estate. A self -assessment approach is emphasized.

### **About the Speaker**

#### **LaVondra Hinton, MA**

With over 22 years of continued State Service, LaVondra continues to facilitate the State Retirement System's Employee Benefit Seminars and Retirement workshops, while maintaining the SRS Chicago office. With an extensive background in Public Speaking and a passion for assisting State members and employees, LaVondra continues to deliver complex employee Survivor, Death, Insurance and Retirement information with excitement and ease. LaVondra earned her B.A. degree from Columbia College Chicago, and her M.A. degree in 2011 from McCormick Theological Seminary, where she cultivated the skills of administration, project management, advocacy, and community. LaVondra is honored and excited to be returning as a speaker and workshop Facilitator at the IAHSE Conference.





### **Workshop Objective**

The use of AI in the workplace comes with both benefits and risks. Discover the do's and don'ts for government employees when using AI. The concerns around AI in the workplace are largely centered on privacy, surveillance, bias in hiring decisions and performance reviews, and the effect of automation. AI technologies can collect employee data, including personal information, communications, browsing history and location data. The more data collected, the greater the risk of a data breach, which could result in the exposure of personal information.

### **About the Speaker**

**Pat Nolan** serves as Deputy Secretary at the Illinois Department of Innovation and Technology (DoIT) where he is responsible for the Innovation and Strategy portfolio, overseeing enterprise applications, data, architecture, resource planning, project management, accessibility, and artificial intelligence. Prior to this, he served as Chief of Staff with the Illinois Department of Central Management Services (CMS) which provides State agencies with services including real estate, employee benefits administration, fleet vehicles, human resources management, administrative hearings, and strategic procurement. Before joining the State, Pat spent seven years in higher education data analytics. Before that, he spent five years in community organizing in Chicago and Belize. He holds an MBA from the University of Chicago, an MPP from Georgetown University, and a Bachelor's in Philosophy from Loyola University Chicago.



### Workshop Objective

This workshop is designed to introduce participants to areas of the legislative process. What legislation has been passed and proposed to improve communities in Illinois. How are legislators collaborating with community groups including non for profits. Attendees will have the opportunity to comment on the impact state services have within the Hispanic Community. Participants will learn tips on building effective relationships with Legislators, how to communicate with legislatures and the Legislative Leadership.

### About the Panelists

#### State Representative Fred Crespo

Full-time state legislator; graduate of Loyola University-Chicago; leadership board, Women In Need Growing Stronger (WINGS), which provides services and housing to victims of domestic violence; 2012 National Association on Mental Illness Legislator of the Year; former Hoffman Estates trustee; Chairman of the Legislative Audit Commission: married, has two children.

#### State Representative Theresa Mah

Former college professor; Ph.D, University of Chicago; community organizer and policy advocate; local school council member; policy advisor to Governor Pat Quinn; served on the Illinois Advisory Council on Bilingual Education and board of directors for Common Cause Illinois; worked closely with the Asian American Employment Plan Advisory Council and the Language Access Task Force for the State of Illinois; a daughter of immigrant parents, Mah was the first Asian American elected to the Illinois General Assembly and currently co-chairs the Asian American Legislative Caucus.

#### State Senator Graciela Guzman

Health care and education organizer, formerly at the Healthy Illinois campaign, Protect Our Care Illinois and Chicago Teachers Union. Over a decade in community-driven advocacy to protect, expand and improve health care, including leading efforts to make Illinois the first state in the country to offer health care to immigrant adults. Active part of mutual aid efforts in Chicago's northwest side during community responses to support neighbors impacted by COVID-19 and newcomer asylum seekers. The first Salvadoran to serve in the Illinois General Assembly. B.A in anthropology from Grinnell College; member of the Grinnell College Board of Trustees.

### About the Moderator: Marlén Mendoza

Marlén Mendoza is a Chicago native with roots in the Belmont Cragin neighborhood. She graduated with a bachelor's in international studies, focusing on Global Health, at the University of Iowa. During her undergraduate years, she worked as a community health organizer in rural Latino towns across Iowa. After graduating, Mendoza moved to Washington, D.C. to pursue a career in policy and advocacy, accumulating over nine years of experience in organizing, public speaking, policy development, advocacy, and government relations. Marlen has worked with various national and state policy organizations - the Center for Law and Social Policy, the Forum for Youth Investment, the Aspen Institute Forum for Community Solutions, and the Latino Policy Forum prior to joining the Illinois Department of Human Rights. Marlen has worked on state and national policy initiatives and national campaign issues related to post-secondary education, workforce development, immigration, opportunity youth, and economic development. As the Director of Legislative Affairs at the Illinois Department of Human Rights, Mendoza leads the agency's legislative strategy to uphold and strengthen civil rights protections across Illinois. Marlen loves to travel, hike, and write in her spare time.



### Workshop Objective

While having various cultures in one workplace can present communication problems and conflicts, the benefits of such a variety in the workplace outweigh it. The workplace can present challenges to management in terms of handling the different generations present. As older workers delay retiring and younger workers are entering the workforce, the work environment has become a patchwork of varying perspectives and experiences, all valuable to say the least.

The From Boomers to Zoomers: Bridging Generational Gaps in the Office workshop will help participants understand the various generations present at work and understand what motivates them and dealing with them on a daily basis. Both the young and older worker will have many ideas to offer, which will help the organization thrive in the marketplace. Learning how to deal with the generation gaps at work will help you become a better manager or co-worker.

Bonus for IASHE attendees! We will also discuss on how the Latino/e experience differs from mainstream culture across four generations.

### About the Speaker

**Marcio Mendoza** is a veteran civil rights professional with a strong background in investigation and management. Since 2013, he has served as an investigator at the Illinois Department of Human Rights (IDHR), handling numerous workplace discrimination cases, including sexual harassment. Fluent in Spanish, he is dedicated to assisting the state's Spanish-speaking community.

Currently, Marcio applies his investigative knowledge at the IDHR's Institute of Training and Development, where he helps others understand and apply civil rights laws to foster respectful and equitable workplaces. Before joining IDHR, he spent 15 years in management, developing and delivering training programs on customer service and security.

Marcio holds a Bachelor of Arts in Criminal Justice from the University of Illinois at Chicago and an ABA-approved Paralegal certification from Loyola University-Chicago. He is currently pursuing a master's in social work at the University of Illinois at Champaign-Urbana. His work at the Institute for Training and Development reflects his commitment to educating and protecting Illinois communities from discrimination and harassment.



### Workshop Objective

This workshop will provide a comprehensive overview of the State's application and selection process, including how to navigate the SuccessFactors system and create a strong applicant profile. Participants will learn how education and work experience are evaluated, how numerical scores are calculated, and what criteria are used to determine interview eligibility. The session will also explain the role of contractual rights, special skills, and the Upward Mobility Program in candidate selection. Attendees will gain insight into internal and external hiring procedures, including the appeal process for numerical scores and the new Bilingual Hiring Assessment. Random selection and other selection methods will be discussed to help participants better understand how agencies choose candidates. By the end of the workshop, participants should feel more confident in understanding and navigating the State's hiring process.

### About the Speakers

**Brittany Clark** is the Statewide Recruitment Manager at Illinois Department of Central Management Services overseeing five (soon to be six) statewide Career Counseling Centers. She brings over 16 years of experience in Business Development, Talent Acquisition, and Retention strategies in various employment sectors including Higher-Education, Banking, and Healthcare. Brittany's focus in talent sourcing and selection helps drive workforce development initiatives to ensure that the local workforce system is market-driven and responsive in meeting the employment and training needs of employers and job seekers. She has helped thousands of people become triumphant in their next career move and continues to promote "Really Great Careers" at the State of Illinois!

**Alejandra McClain** is a bilingual professional fluent in both spoken and written Spanish and English, with over five years of experience in human resources. Since joining CMS Human Resources in 2019 as a Bilingual Human Resources Associate, she has supported Spanish-speaking job candidates by providing translation services and helping them navigate the hiring process. She was later promoted to a Human Resources Representative, where she focused on personnel transactions and contractual rights. In June 2022, Alejandra advanced to her current role as a Human Resources Specialist Option - Spanish Speaking on the CMS Hiring Resource Team, where she manages the selection, assessment, and hiring processes. In this role, she continues to use her bilingual skills to translate applications and ensure compliance with hiring regulations. Her expertise in both languages has been instrumental in her success across various human resources roles within the State of Illinois.

**John Chepulis** has served in the military for 30 years with career assignments as the Director for full-time military police operations in Illinois, Senior Human Resources Manager and Division Manager for Warrant Officer recruitment. John has been at CMS for 3 years as the Recruitment Manager for the agency. John is committed to public service by providing the citizens of our state career opportunities through counseling, mentorship and sustained involvement as they seek employment with the state of Illinois.

**Rosa Garcia** is a dedicated public servant who has been making a difference with the State of Illinois for over nine years. Rosa began her journey in 2016 at the Child Support Office and quickly rose through the ranks from Office Coordinator to Child Support Specialist. Today, Rosa serves as a Spanish-Speaking Career Counselor at CMS, where she proudly helps others explore career opportunities in State government. With an average of 80 career counseling sessions each month, Rosa's impact is felt across the state.





### **Workshop Objective**

The workshop will highlight a variety of programs and resources offered by the Illinois State Treasurer's Office. You'll learn about our highly-rated 529 college savings plan, how parents can claim a free \$50 seed deposit for eligible children, how to access free financial wellness resources, and details about the new student loan program. You'll walk away with resources to help plan a brighter financial future for you and your family.

### **About the Speakers**

#### **Ivette Martinez Howland**

Deputy Director of College Savings - Illinois First Steps

Ivette Martinez Howland is the Deputy Director of College Savings at the Office of the Illinois State Treasurer. She focuses on the newly launched Illinois First Steps program and is responsible for driving the number of families saving early for higher education.

Ivette has over 18 years of financial services experience previously holding roles at Morningstar and Invesco where she worked with financial advisors, RIAs and board of directors at financial institutions.

A graduate of DePaul University, she received a Bachelor of Science in Marketing Honors and a minor in International Business. Ivette holds certificates in Interactive Marketing and Mobile Marketing in addition to the Investment Foundations Certificate through the CFA Institute.

#### **Maggie Owen**

Maggie Owen is the Financial Programs Manager at the Illinois State Treasurer's Office, where she coordinates financial education efforts across the state. She attended Bradley University, earning a bachelor's degree in Communications Public Relations and minors in Business Management and Administration, and Entrepreneurship and Innovation.

She worked on alumni and donor engagement at the University of Illinois Springfield and in nonprofit fundraising at the American Lung Association prior to that. She's passionate about serving others and providing access to financial education resources.

#### **Chloe Lilliston**

Chloe Lilliston is the Deputy Director of Alternative Investments at the Illinois State Treasurer's Office. Her role spans across several funds within the Alternative Investments department, including the Student Empowerment Fund, which aims to increase access to higher education by reducing borrowing costs.

Chloe attended Loyola University in Chicago, where she earned her bachelor's degree in environmental science and a Master of Business Administration with a concentration in finance.





### Workshop Objective

This interactive training explores the realities of workplace burnout and chronic stress. This training will help participants recognize early signs of stress and burnout and build coping strategies. Through psychoeducation, discussion, and evidence-based tools, attendees will learn how to manage emotions, set healthy boundaries, and restore balance between professional and personal life. The session also highlights the connection between mental health and productivity, encouraging a culture of self-awareness, support, and sustainable well-being.

### About the Speakers

**Andrea Bardac, LCSW, MJ** is a bilingual licensed clinical social worker with extensive experience across diverse mental health settings. She is the founder of Therapy Vibes Chicago, where she provides mental health services and workshops with a focus on Latinx mental health, anxiety, depression, attachment, stress, disordered eating, ADHD, executive functioning, and relationship challenges. Throughout her career, she has worked with clients from diverse populations and backgrounds, integrating Dialectical Behavior Therapy and humanistic approaches to therapy. Her experience also includes supporting clients through life transitions, religious trauma, and women's mental health concerns. I am committed to helping clients build agency, resilience, and authentic connection in their lives.

### About Aracely Hernandez, LPC, ALMFT

Aracely Hernandez, LPC, ALMFT, is a bilingual licensed professional counselor and associate licensed marriage and family therapist with extensive experience supporting individuals, couples, and families. She specializes in trauma-informed care, helping clients heal from complex experiences while fostering resilience and self-compassion. Aracely is passionate about working with couples, guiding them through communication challenges, rebuilding trust, and strengthening emotional connection. With a collaborative and compassionate approach, she creates a safe and supportive space where clients can explore their stories and build healthier relationships. Aracely is dedicated to empowering others to navigate life's challenges with courage, healing, and hope.



### **Workshop Objective**

More than 40 years ago the state of Illinois passed legislation to provide supplemental pay for bilingual individuals. The workshop will review past legislation establishing bilingual pay, the administrative code for temporary assignment pay for individuals who do not have bilingual pay in their job description.

Objective: An open discussion on the strategies for state employees to obtain for bilingual pay.

### **About the Speakers**

**Carlos R. Charneco** is a retired State Employee with 38 years of state civil service. He currently serves as Chair of the State Hispanic Employment Plan Advisory Council.

A graduate from Northwestern University he started his career with the Illinois Department of Employment Security (IDES) in 1980 serving in multiple positions including Equal Opportunity Officer. He later worked for Central Management Services as the manager of the Diversity Enrichment Program and at the Illinois Department of Commerce & Economic Opportunity conducting EO compliance review of workforce centers. In 2009 Mr. Charneco was the recipient of the William J. Harris Award, established by National Association of State Workforce Agencies (NASWA) to recognize excellence in the field of equal opportunity (EO). He has served as the past President of the Illinois Association of Hispanic State Employees (IAHSE) and past President of the Illinois International Association of Workforce Professionals (IAWP).

**Daniel Ibarra Fitzgerald, Deputy Director, Diversity, Equity, and Inclusion**, is living his life's purpose to ensure brighter futures for children and families. He is currently a Deputy Director at the Illinois Department of Children and Family Services and directs the Division of Diversity, Equity, and Inclusion. He has over 37 years of experience in child welfare through his work with Casa Central and Youth Guidance. He also serves as faculty at the Northeastern Illinois University Undergraduate and Master's degree programs in the School of Social Work where he has taught for over 29 years. Mr. Ibarra Fitzgerald holds a Bachelor of Social Work from Southern Illinois University and holds two Master's Degrees: one from the School of Business and Management from North Park University and the other from the School of Social Service Administration at the University of Chicago.



## Workshop Objective

Language Equity and Access Act (Public Act 103-0723)

The Language Equity and Access Act became effective August of 2024. The intent of the legislation is to ensure all residents of the State have equal access to State services

Standards are to be set for adequate staffing of bilingual employees at State agencies, including a methodology for monitoring implementation and updating the State Services Assurance Act and the Bilingual Employment Plan, based on the Language Needs Assessment Report. The bill sponsor and Director of Governor's New Americans Office of the legislation will provide an update on the progress of Language Equity and Access.

## About the Speakers

**State Representative Dagmara Avelar** is the State Representative for the 85th House District, where she was first elected to represent in 2020. For over a decade she has dedicated her life to advocating for working families, focusing particularly on projects addressing the barriers of low-income and limited English proficient Illinois residents. Previous to becoming a state legislator, Rep. Avelar led the biggest naturalization efforts in the State of Illinois: The New Americans Initiative.

A community organizer at heart, she got involved at a young age in civic engagement efforts to get out the vote of disenfranchised voters in the southwest suburbs. She's a formerly undocumented DREAMer who naturalized and became a U.S. Citizen in 2016.

**Isabella Hurtado** has served in the Office of Governor JB Pritzker since 2022, supporting crucial office priorities and strategic planning efforts across the Health and Human Services portfolio, including the State's Plan to Prevent and End Homelessness, Birth Equity Strategic Blueprint, and the New Arrivals Mission. In 2023, she was designated as the Director of The Governor's Office of New Americans. In this role she is leading statewide efforts to improve language access and providing key planning and advisory capacity to the Governor's Office and state agencies on immigrant-related policy and strategy. A graduate of the University of Chicago, Isabella has seen firsthand the power that living in a welcoming state has in contributing to thriving, healthy communities. She is also the proud product of both Cuban asylum seekers and Colombian immigrants and the tenacity, ingenuity, and deep understanding of community that New Americans bring to our state and country.



## **Workshop Objective**

State employees' performance evaluations typically follow a structured process involving setting clear expectations, continuous monitoring, feedback collection, evaluation against goals. Key areas assessed include the quality and quantity of work, job knowledge, communication, and collaboration.

The goal is to provide constructive feedback, document performance, and develop a plan for future growth and improvement. The purpose of the workshop is to define achievable objectives and promote a comprehensive understanding of the employee evaluation process.

## **About the Speaker: Beatris Gonzalez**

Beatris Gonzalez is a respected leader with over two decades of experience in the nonprofit and public sectors, including a 20-year tenure with the State of Illinois. She is deeply committed to fostering a more inclusive and diverse workplace culture and plays an active role in daily operations to ensure that all staff receive the support and resources they need to thrive professionally.

Throughout her career, Beatris has held key leadership positions across several state agencies, including the Department of Human Services (DHS), the Department of Veterans Affairs (DVA), and currently serves as the Human Resources Director at the Illinois Criminal Justice Information Authority (ICJIA). Beatris holds a Bachelor of Arts in Sociology from the University of Illinois at Chicago and a Human Resources Management certification from the College of DuPage.



Agency**	Total Agency Employees	Total Hispanic or Latino Employees	SPSA	No. of Filled Bilingual Positions*	% Filled by Latinos
Abraham Lincoln Presidential Library and Museum	101	1	0	0	
Capital Development Board	86	4	0	0	
Commission on Equity and Inclusion	28	11	2	3	100%
Criminal Justice Information Authority	160	18	4	3	33%
Department of Agriculture	1331	30	11	2	0%
Department of Central Management Services	798	33	11	9	89%
Department of Children and Family Services	4302	386	3	183	93%
Department of Commerce and Economic Opportunity	428	35	0	8	63%
Department of Corrections	12460	517	9	22	73%
Department of Employment Security	1226	251	8	140	87%
Department of Financial and Professional Regulation	510	49	6	7	86%
Department of Healthcare and Family Services	2022	163	2	95	86%
Department of Human Rights	150	43	27	28	86%
Department of Human Services	15584	1745	4	1675	93%
Department of Innovation and Technology	1426	47	5	0	
Department of Insurance	321	18	2	10	80%
Department of Juvenile Justice	857	67	3	3	100%
Department of Labor	144	23	0	20	80%
Department of Military Affairs	211	5	3	0	
Department of Natural Resources	1577	24	5	4	75%
Department of Public Health	1440	87	0	29	76%
Department of Revenue	1464	66	0	15	80%
Department of the Lottery	172	14	3	4	100%
Department of Transportation	6591	439	2	8	100%
Department of Veterans' Affairs	1462	87	1	1	100%
Department on Aging	192	21	3	9	100%
Environmental Protection Agency	872	42	1	9	100%
Guardianship and Advocacy Commission	137	21	0	18	72%
Human Rights Commission	34	10	0	4	100%
IL Arts Council	22	4	0	0	
IL Commerce Commission	79	3	1	4	0%
IL Civil Service Commission	4	0	0	0	
IL Coroner Training Board	2	0	0	0	
IL Council on Developmental Disabilities	9	0	0	0	
IL Deaf and Hard of Hearing Commission	5	0	0	5	0%
IL Educational Labor Relations Board	8	0	0	0	
IL Emergency Management Agency & Office of Homeland Security	187	6	0	0	
IL Gaming Board	231	19	0	0	
IL Independent Tax Tribunal	1	0	1	0	
IL Labor Relations Board	15	0	1	0	
IL Law Enforcement Training & Standards Board	58	1	0	0	
IL Prisoner Review Board	41	1	0	1	100%
IL Racing Board	12	1	0	0	
IL State Police	1059	57	0	0	
IL Workers' Compensation Commission	118	18	0	2	100%
Liquor Control Commission	49	7	0	1	100%
Office of the State Fire Marshal	193	6	0	2	100%
Pollution Control Board (EPA)	19	0	0	0	
Property Tax Appeal Board	43	2	0	0	
State Police Merit Board	3	0	0	0	
<b>Grand Total - October 2025</b>	<b>62,107</b>	<b>4,786</b>	<b>124</b>	<b>2324</b>	

\* While other data is as of an October 2nd data pull, the filled bilingual position data point was pulled on 9/18/2025.

\*\* Not all agencies have positions that include the designation as a bilingual position with accompanying additional pay. Those agencies are reflected by the - symbol in the bilingual positions column.





# ILLINOIS DCFS CONGRATULATES IAHSE

*on their 37th Annual Training Conference.*

*DCFS recognizes and celebrates the important contributions  
Hispanics have made to the State of Illinois workforce.*



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rev 10.2.2025 at 9:00





CONGRATULATES  
IAHSE

for 37 successful years of organizing and educating employees through the annual training conference and job fair.

LOCAL 2854 is proud to be a Collaborating Sponsor  
supporting the advancement of the

**Illinois Association of Hispanic State Employees**



**We Work For All Illinoisans!**

**Servicing Our Community!**

**Every Day in Some Way!**





# IAHSE

The Illinois Department of Veterans Affairs  
congratulates

**Illinois Association of Hispanic  
State Employees**

**on its**

**37th Annual Training Conference**



**IDVA is hiring!**

Join us in caring for our heroes at the Illinois veterans' homes  
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For job postings, visit:

Be a part of a team serving those who served.





**DIVISION OF  
REHABILITATION  
SERVICES**



We are proud of our partnership and congratulate IAHSE on their 37th Annual Conference. Together we work with and serve Hispanics/Latinos with disabilities statewide to empower them to reach their employment, education, and independent living goals.

**DRS offers the following services:**

• **Client Assistance Program (CAP)**

<https://www.dhs.state.il.us/page.aspx?item=37637>

• **Home Services Program**

<https://www.dhs.state.il.us/page.aspx?item=67182>

• **Workforce Development - Employer Information**

<https://www.dhs.state.il.us/page.aspx?item=174426>

• **Employment Services for Blind People or People with Vision Impairment**

<https://www.dhs.state.il.us/page.aspx?item=29974>

• **Employment Services for Deaf Persons or People who are Hard of Hearing**

<https://www.dhs.state.il.us/page.aspx?item=29975>

• **Employment Services for Hispanic, Latino, Latina, Latinx and/or Latine People with Disabilities**

<https://www.dhs.state.il.us/page.aspx?item=170120>

• **Educational Services and Schools**

<https://www.dhs.state.il.us/page.aspx?item=29739>



**MORE INFO ON DHS  
SERVICES VISIT**



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# ¡Felicidades!

## Illinois Association of Hispanic State Employees

on the 37th Annual Training Conference!



### The Illinois Department of Central Management Services

is proud of our partnership and shared goals to enhance State Hispanic Employment Plans and remove barriers to encourage greater opportunities for Latinx applicants and employees throughout the State of Illinois. Seguimos el trabajo #EnIllinois



The State of Illinois has 1000s of  
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CAREERS



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State of Illinois  
Illinois Department of Corrections

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Security



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OUR  
TEAM**





# *Felicitades!*

We congratulate IAHSE on their  
37th Annual  
Hispanic State Employees  
Training Conference

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**HFS**

**Illinois Department of  
Healthcare and Family Services**

We work together to help Illinoisans access high quality health care and fulfill child support obligations to advance their physical, mental, and financial well-being.

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ELIZABETH M. WHITEHORN,  
DIRECTOR

**We Improve Lives.**





# SALUTES & CONGRATULATES IAHSE ON 37 YEARS OF SERVING HISPANIC STATE EMPLOYEES!

Wishing for a successful conference and many more years of service and advocacy.

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*Ayude a detener el odio en Illinois.*

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**Illinois**  
Department of Commerce  
& Economic Opportunity



**DCEO is proud to support IAHSE  
and its annual conference.**



**DCEO strives to create equitable economic  
opportunities throughout the state, and  
our commitment to a diverse, inclusive  
workforce is key to that goal.**



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## Latino/a/x/e Representation in Government Matters at



# IDFPR

Illinois Department of  
Financial and Professional Regulation



**Mario Treto, Jr.**  
*IDFPR Secretary*

As the State of Illinois' head regulatory agency, the Illinois Department of Financial and Professional Regulation ("IDFPR") serves as the backbone of our state's regulatory system. IDFPR ensures that **more than 1.2 million professionals across more than 120 different industries** meet the legislative and regulatory requirements enacted to protect consumers in Illinois.

Check out consumer and licensing resources on IDFPR's website:

[idfpr.illinois.gov](https://idfpr.illinois.gov)

## IDFPR is a proud supporter of IAHSE:

### SUCCESSFUL LEADERSHIP

*Of the Department's Executive Team, 43% of members are of Latino/a/x/e descent.*



### DIVERSE TEAM

*Individuals of Latino/a/x/e descent currently represent 11% of the IDFPR workforce.*



### UNIQUE PERSPECTIVES

*IDFPR works to ensure strong board membership that reflects Illinois' diverse population. This includes 21 of 33 of such appointments being women or persons of color in the Division of Real Estate.*



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Social Media!*



**ILDFPR**



**IDFPR**



Illinois Department of Financial  
and Professional Regulation



**ILDFPR**



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Congratulations to the  
**Illinois Association of Hispanic State Employees**  
on more than three decades of leadership in  
state government!

---

The Illinois Department of Employment Security is proud to support the Hispanic State Employees Conference and Job Fair. This partnership has built a diverse, talented, and competitive workforce in Illinois. IDES continues to take strides to increase opportunities for Hispanic employees within the Department and across the state.

---

**IDES Resources** Call: (800) 244-5631



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# The Department of Innovation & Technology

*Committed to a diverse and inclusive workforce*



# Bienvenidos

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# *Congratulations*

to IAHSE on your 37th  
Annual Training Conference!

We commend your dedication and  
wish you continued success in your  
vital service and advocacy for  
state employees.

Apply  
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## Illinois Department of Revenue

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## The OSFM is a Proud Supporter of IAHSE

We wish you a successful conference! Thank you for all your support  
serving the Hispanic Employees of the State of Illinois





# IAHSE... **Felicitades!**



Congratulations  
to the Illinois Association of Hispanic State Employees (IAHSE)  
on your 37th Annual Training Conference & Job Fair!  
We commend your continued commitment to empowering  
Hispanic professionals and advancing diversity, leadership,  
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**Join our team and make a difference!**

**Apply Today: [www.dhs.state.il.us/jobs](http://www.dhs.state.il.us/jobs)**



IDOT CONGRATULATES THE

ILLINOIS  
**ASSOCIATION OF  
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ON ITS 37TH ANNUAL HISPANIC STATE  
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Illinois Department  
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State of Illinois  
Illinois Department on Aging

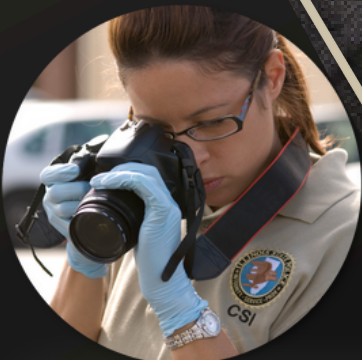
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## **HISPANIC ILLINOIS STATE LAW ENFORCEMENT ASSOCIATION**

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**7,000**

students annually through recruitment,  
orientation, and advising.



Recruit at  
**70**

public & private high schools  
and community colleges.



**80%**

retention rate for LARES  
First-Year Latino students.



**Scholarships**

awarded based on merit and need.



## Award-Winning Leadership and Academic Advisors

- Award of Merit • Chancellor's Academic Professional  
Excellence (CAPE) Award • Provost's Excellence in  
Undergraduate Advising Award





SCAN ME



## OUR MISSION

Rincon Family Services is dedicated to rendering compassionate and effective programs that promote the quality of life by serving as a catalyst for advocacy, education and empowerment of individuals and their families.

## OUR MAIN PROGRAMS

- MENTAL & BEHAVIORAL HEALTH
- YOUTH SERVICES
- SUBSTANCE USE TREATMENT & RECOVERY
- IL WELCOMING CENTER
- WORKFORCE DEVELOPMENT
- TRAINING & PROFESSIONAL DEVELOPMENT

We're hiring.  
Check our  
open positions!



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Building Spaces, Restoring Communities



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