



State of Illinois  
Illinois Department of Central Management Services

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# STATE OF ILLINOIS 2016

## *African American Employment Plan*



Respectfully submitted to the Illinois General Assembly  
by Central Management Services





## OFFICE OF THE GOVERNOR

207 STATE HOUSE  
SPRINGFIELD, ILLINOIS 62706

**BRUCE RAUNER**  
GOVERNOR

February 1, 2016

Dear General Assembly Member,

The State of Illinois is an incredibly diverse state, and we benefit from that diversity. As such, our state workforce should more accurately reflect the diversity of Illinois. Attached you will find the 2016 State African American Employment Plan Advisory Council report, which shows increased access to state employment for African Americans. The report outlines the action steps of coded state agencies striving for a state workforce that more accurately reflects the diversity of Illinois.

During this reporting period, my Administration collaborated with the African American Employment Plan Advisory Council and assisted in the development of this plan in collaboration with the Illinois Department of Central Management Services. While we continue to make progress there is always room for improvement to achieve full representation of African Americans at all levels of state government.

I believe sustained efforts are required to create a more inclusive and representative state workforce to ensure Illinois remains a leader in diverse employment practices and serves as an example for all Illinois employers. The African American Employment Plan will continue to be part of my Administration's unwavering commitment to building a workforce that truly reflects the diversity throughout the Land of Lincoln.

Illinois faces daunting fiscal challenges but I remain committed to promoting a work environment that is inclusive of everyone and leaves no one left out. I am confident that the Illinois Department of Central Management Services' Diversity Enrichment Program will continue to partner with the African American Employment Plan Advisory Council to meet the goals and objectives outlined in this year's plan.

Sincerely,

A handwritten signature in black ink that reads "Bruce Rauner".

Bruce Rauner  
Governor





ILLINOIS

Bruce Rauner, Governor

DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

Michael M. Hoffman, Acting Director

February 1, 2016

Dear General Assembly Member:

Enclosed please find an electronic copy of the 2016 State African American Employment Plan, which the Department of Central Management Services is required to prepare and submit to the General Assembly, pursuant to Public Act 096-1341, reporting each agency's activities in implementing the plan.

Outlined in the body of this report you will find information on the status of the African American workforce of individual agencies, as well as their accomplishments in meeting the objectives of this important legislation. We invite your review of this report, as well as your comments and recommendations.

Governor Bruce Rauner remains committed to diversity in our workforce, including the recruitment, hiring, training, retention and promotion of African American and bilingual employees. As this report shows, much progress has been made during Governor Rauner's administration, and we look forward to witnessing continued efforts to increase the diversity of the State workforce.

Of course, there are many benefits of having a diverse workforce, but perhaps the most significant is to enable State agencies to provide better services more efficiently to the public. By working together on this initiative, we can achieve the objectives outlined in the African American Employment Plan and better serve the citizens of our great state.

Sincerely,

A handwritten signature in black ink, appearing to read "M. M. Hoffman", is written over a horizontal line.

Michael M. Hoffman  
Acting Director



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## **I. 2015 Executive Summary**

Senate Bill 3531, the State African American Employment Plan, was signed on July 27, 2010, becoming Public Act 096-1341. It mandates the Department of Central Management Services (CMS), in collaboration with the African American Employment Plan (AfAEP) Advisory Council, to submit to the General Assembly an annual report on African American Employment in the State of Illinois by February 1<sup>st</sup> of each year. This report represents data on African American employment throughout state government and outlines the AfAEP Advisory Council's activities for the reporting period of January 1, 2015 through December 31, 2015.

Since 2010, CMS has developed an annual plan to address the underutilization of African Americans in the State's workforce. This report provides the most recent statistical data on African American representation in State positions covered by the Personnel Code throughout Illinois. Data is presented from a Statewide and agency perspective, and is broken down by senior and mid-level supervisory and managerial positions.

The AfAEP is part of the Governor's ongoing commitment to diversity in the State's workforce, which includes the recruiting, hiring, training, retention and promotion of African American employees.

All agencies with Personnel Code-covered employees under the Governor's jurisdiction, in collaboration with the AfAEP Advisory Council and the Department of Human Rights, are charged with implementing the legislative intent of the State's AfAEP. CMS provides administrative support to the AfAEP Council and State agencies.

As an initial step towards meeting this objective, CMS in partnership with the AfAEP Advisory Council, the Department of Human Rights and the Governor's Office hosted round-table discussions with the following State agencies:

- Illinois Department of Human Services
- Illinois Department of Veterans' Affairs
- Illinois Department of Corrections
- Illinois State Police
- Illinois Department of Revenue
- Illinois Department of Transportation

These initial agencies were selected based on a comprehensive review of their previously submitted AfAEP survey responses, identified by the Department of Human Rights as falling short of meeting their affirmative action goals, and a quarterly analysis of the following statistical data sets used to measure agency performance: the number of employed African Americans within the department, including those serving in supervisory, technical, professional and managerial positions and the number of African American employees hired and promoted during this reporting period. The Department of Human Rights identified the Illinois State Police, Department of Human Services and the Illinois Department of Veterans' Affairs for failing to meet affirmative action goals. The Illinois State Police, the Illinois Department of Veterans' Affairs and the Department of Human Services submitted employment recruitment plans to



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Central Management Services and the African American Employment Plan Council for review and comments.

The **three-fold** purpose of the round-table meetings included:

- 1) Reviewing current employment strategies undertaken in implementing the AfAEP.
- 2) Identifying current challenges to increasing the number of African Americans and minorities in the workplace including increases in minority hiring in middle and upper management.
- 3) Providing suggestions and recommendations for increasing the number of African American employees in the workplace.

The topics of discussion at the round-table meetings included but were not limited to:

- Providing technical assistance and hiring best practices as a means of strengthening the tenets of their individual AfAEPs.
- Targeted recruitment partnerships with colleges and universities with a significant amount of African American students and AfAEP Advisory Council alumni.
- Broader distribution of State job postings to ensure African American community awareness of State job opportunities and participation in the State employment process.
- Increase participation of African Americans on interview panels.
- Employment Plans should be more detailed and specific about methods to recruit targeted groups and for particular titles.
- Increasing number of African Americans in senior level positions.
- The Council raised concerns about delays in evaluating applications and issuing grades to applicants and encouraged improving the process.
- Review the random selection process that state agencies use when hiring from open competitive lists to insure diverse candidates are considered for interviews.
- Recruitment strategy to increase African American veteran applicant pool.

## II. Current Demographics

Data used for developing the 2016 report is based on calendar year 2015, a year in which hiring agencies continued to face tremendous fiscal challenges. The State's workforce experienced a net increase of 2,593 employees from 44,279 in December 2014 compared to 46,872 at the end of December 2015. During that time, the number of African American's in Personnel Code-covered positions increased from 9,582 in 2014 to 9,894, an increase of 3.26%.

According to the 2010 U.S. Census Data, African Americans comprise 14.5 % of Illinois' general population. As of December 31, 2015, African American employees accounted for 21.1% of the 46,872 employees in Personnel Code-covered positions. The five Illinois counties with the highest number of African Americans in the state workforce are listed below along with the African American population.

COUNTY	% AFRICAN AMERICAN POPULATION	% AFRICAN AMERICAN STATE WORKFORCE
Cook	(1,287,767) 24.8%	(4,899) 51.6 %
Will	( 75,743) 11.2%	( 871) 48.0%
Kankakee	( 17,187) 15.1%	( 850) 48.7%
Sangamon	( 23,335) 11.8%	( 706) 7.5%
Lake	( 49,033) 7.0%	( 399) 49.0%

There are 9,894 African American employees statewide in Personnel Code-covered positions, an increase of 3.3% from 2014. The five State agencies with the largest number of African American employees in Personnel Code-covered positions are indicated below, followed by the number of African American employees and their percentage of the total agency workforce.

Agency	Employees		% African American
	African American	Total	
HUMAN SERVICES	4,802	13,260	36.21%
CORRECTIONS	1,449	11,915	12.16%
CHILDREN & FAMILY SVCS	993	2,547	38.99%
HEALTHCARE & FAMILY SRV	350	1,967	17.79%
EMPLOYMENT SECURITY	344	1,206	28.52%

As we examine the most recent statistical data and compare gender, the ratio of African American women to men employed statewide in Personnel Code-covered positions is 2 to 1. There are 6,658 African American women compared to 3,236 African American men employed in Personnel Code-covered positions. The number of African American employees by gender and their percentage of the total State workforce are indicated below.

<b>GENDER</b>	<b>Count of African American Employees</b>
Women	6,658 (14.2%)
Men	3,236(6.9%)

During this calendar, there were 99,788 open competitive exams administered. Of those, 23,451 were administered to African Americans. The total number of exams as well as the number administered to African Americans trended down this reporting period. The graph below illustrates how African Americans fared when compared to all applicants.

<b>CY 2015</b>	<b>GRADES</b>			<b>TOTALS</b>		
	<b>A</b>	<b>B</b>	<b>C</b>	<b>PASS</b>	<b>FAILED</b>	<b>APPS</b>
TOTAL OPEN COMPETITIVE GRADES	24,186	29,500	15,125	68,811	30,977	99,788
AFRICAN AMERICANS	3,673	6,172	4,432	14,277	9,174	23,451
NON-AFRICAN AMERICANS	20,513	23,328	10,693	54,534	21,803	76,337

The percentage of African Americans with a passing grade was 60.9% which was lower than the 71.4% non-African Americans. Of the total number of grades issued to African Americans, 15.2% of the grades issued were A grades. Among non-African Americans, 26.9% of the grades issued were A.

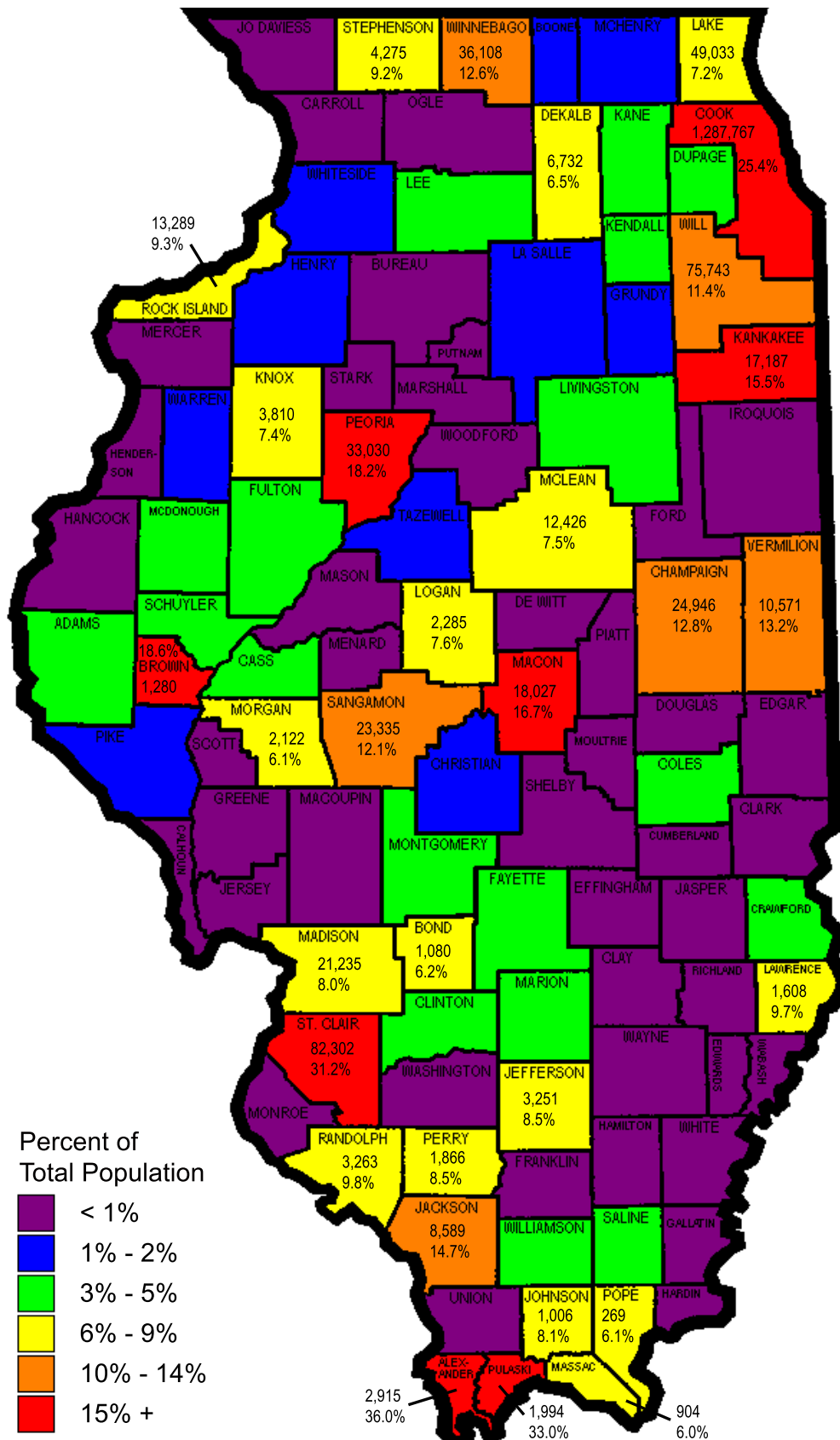
There were 22,314 promotional grades issued to state employees, including 5,552 to African American employees. The percentage of passing grades issued to African Americans was 58.8% and the percentage issued to non-African Americans was 66.2%. The percentage of A promotional grades issued to African Americans was 50.6% and the percentage issued to non-African Americans was 57.1%.

The total number of African Americans promoted through the Upward Mobility Program in 2015 was 134. This is a slight decrease from 2014 when 146 African Americans were promoted through the Program.

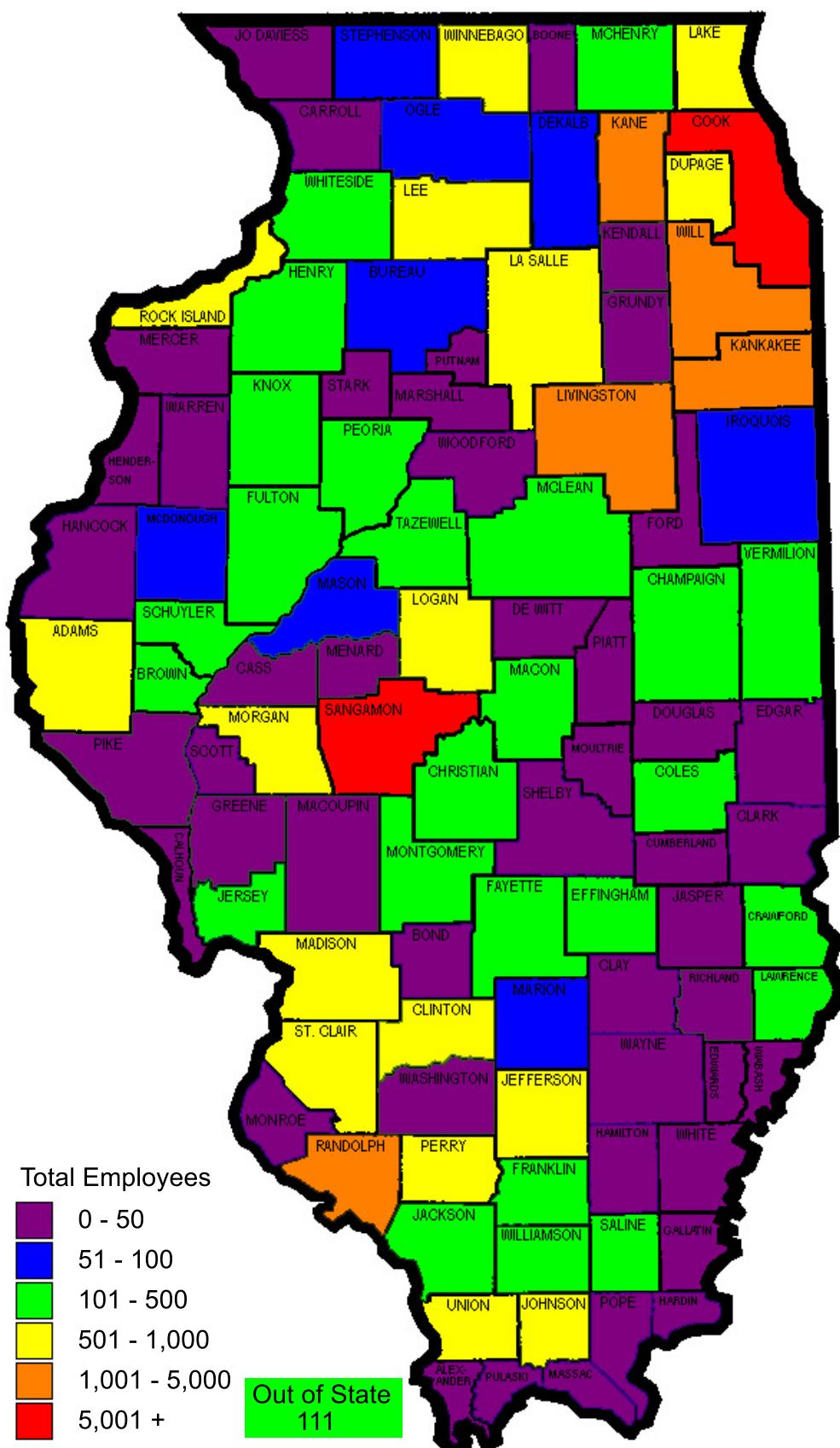
Veterans are provided preference in state hiring, which may influence minority hiring among state agencies. Veterans account for 18.1% of the total Personnel Code-covered workforce. There are a total of 8,463 veterans employed in Personnel Code positions, including 1,391 African American veterans. African American veterans account for 16.4% of the veterans. The agencies with highest number of veterans are shown below along with the total number of African American veterans.

AGENCY	Veterans		
	African Americans	TOTAL	
CORRECTIONS	325	2,571	12.6%
TRANSPORTATION	157	1,797	8.7%
HUMAN SERVICES	409	1,261	32.4%
HEALTHCARE & FAMILY SERV	55	330	16.7%
EMPLOYMENT SECURITY	78	301	25.9%
NATURAL RESOURCES	10	280	3.6%
VETERANS AFFAIRS	35	245	14.3%

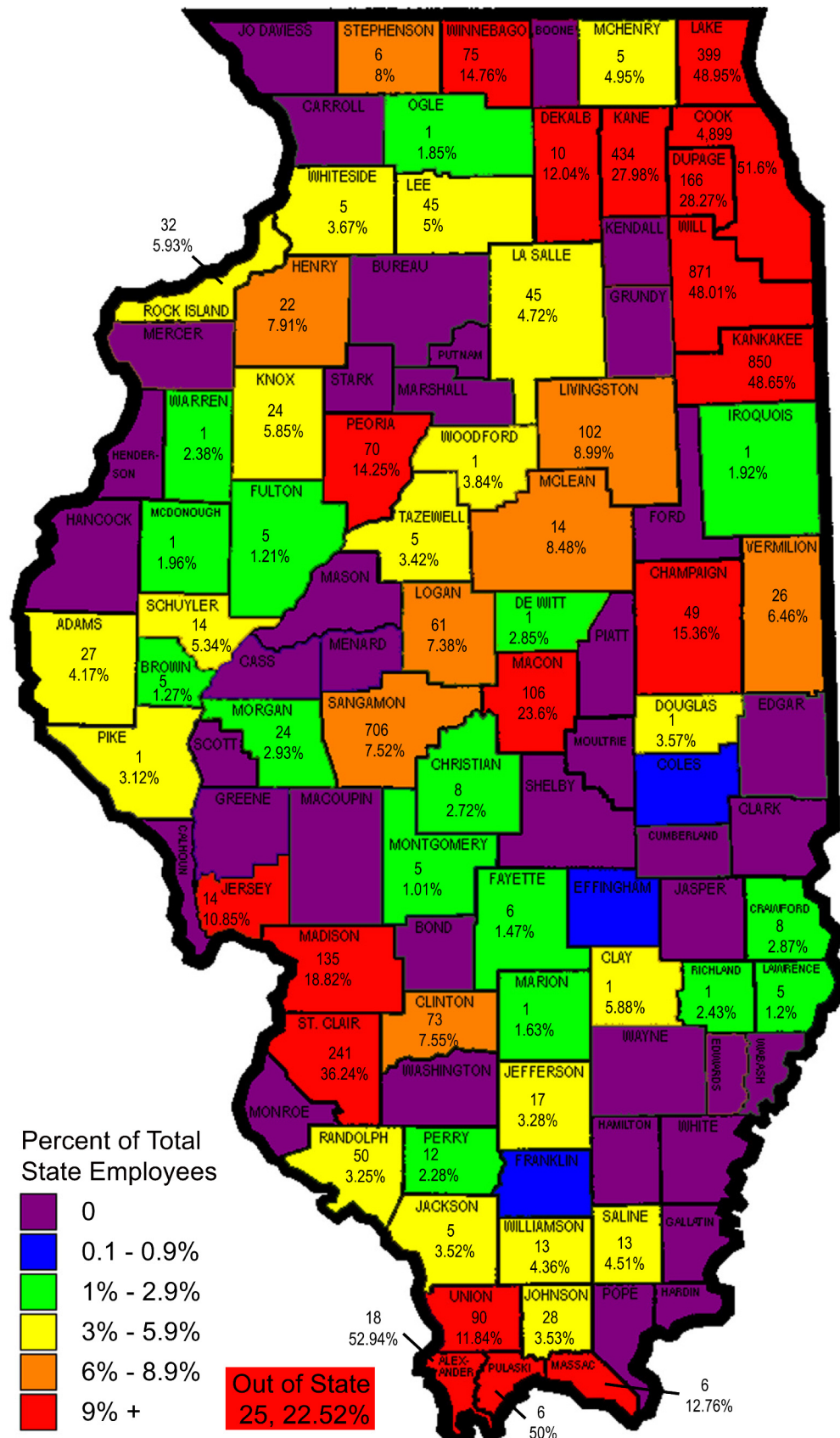
# Illinois African American Population 2010 Census Data



# Coded State Employees as of 12/31/2015



# Coded African American State Employees as of 12/31/2015



## African American Population \* vs. Workforce 2015\*\*

COUNTY NAME	TOTAL POPULATION	%	TOTAL African American	STATE EMPLOYEES		
				All	% African American	TOTAL African American
Adams	67,103	3.50%	2,331	646	4.17%	27
Alexander	8,238	35.40%	2,915	34	52.94%	18
Bond	17,768	6.10%	1,080	12	0.00%	0
Boone	54,165	2.00%	1,064	13	0.00%	0
Brown	6,937	18.50%	1,280	392	1.27%	5
Bureau	34,978	0.60%	212	64	0.00%	0
Calhoun	5,089	0.10%	7	20	0.00%	0
Carroll	15,387	0.80%	123	26	0.00%	0
Cass	13,642	3.10%	419	17	0.00%	0
Champaign	201,081	12.40%	24,946	319	15.36%	49
Christian	34,800	1.40%	495	294	2.72%	8
Clark	16,335	0.30%	48	20	0.00%	0
Clay	13,815	0.30%	47	17	5.88%	1
Clinton	37,762	3.50%	1,338	966	7.55%	73
Coles	53,873	3.80%	2,067	134	0.74%	1
Cook	5,194,675	24.80%	1,287,767	9,494	51.60%	4,899
Crawford	19,817	4.70%	934	278	2.87%	8
Cumberland	11,048	0.30%	38	23	0.00%	0
De Kalb	105,160	6.40%	6,732	83	12.04%	10
De Witt	16,561	0.50%	87	35	2.85%	1
Douglas	19,980	0.30%	58	28	3.57%	1
DuPage	916,924	4.60%	42,346	587	28.27%	166
Edgar	18,576	0.30%	64	42	0.00%	0
Edwards	6,721	0.40%	30	0	0.00%	0
Effingham	34,242	0.20%	79	101	0.99%	1
Fayette	22,140	4.40%	980	407	1.47%	6
Ford	14,081	0.60%	85	27	0.00%	0
Franklin	39,561	0.30%	123	139	0.71%	1
Fulton	37,069	3.40%	1,269	412	1.21%	5
Gallatin	5,589	0.20%	12	1	0.00%	0
Greene	13,886	0.90%	119	10	0.00%	0
Grundy	50,063	1.20%	605	36	0.00%	0
Hamilton	8,457	0.40%	31	6	0.00%	0
Hancock	19,104	0.30%	52	25	0.00%	0
Hardin	4,320	0.30%	13	14	0.00%	0
Henderson	7,331	0.20%	15	16	0.00%	0
Henry	50,486	1.60%	796	278	7.91%	22
Iroquois	29,718	0.80%	233	52	1.92%	1
Jackson	60,218	14.30%	8,589	142	3.52%	5
Jasper	9,698	0.10%	11	20	0.00%	0
Jefferson	38,827	8.40%	3,251	517	3.28%	17
Jersey	22,985	0.40%	93	129	10.85%	14
Jo Daviess	22,678	0.50%	107	23	0.00%	0
Johnson	12,582	8.00%	1,006	792	3.53%	28
Kane	515,269	5.70%	29,422	1,551	27.98%	434
Kankakee	113,449	15.10%	17,187	1,747	48.65%	850
Kendall	114,736	5.70%	6,585	27	0.00%	0
Knox	52,919	7.20%	3,810	410	5.85%	24
Lake	703,462	7.00%	49,033	815	48.95%	399
La Salle	113,924	1.90%	2,186	953	4.72%	45
Lawrence	16,833	9.60%	1,608	415	1.20%	5
Lee	36,031	4.80%	1,735	900	5.00%	45
Livingston	38,950	4.90%	1,915	1134	8.99%	102
Logan	30,305	7.50%	2,285	826	7.38%	61
Mc Donough	32,612	5.00%	1,642	51	1.96%	1
Mc Henry	308,760	1.10%	3,283	101	4.95%	5
Mc Lean	169,572	7.30%	12,426	165	8.48%	14
Macon	110,768	16.30%	18,027	449	23.60%	106
Macoupin	47,765	0.80%	359	48	0.00%	0



## African American Population \* vs. Workforce 2015\*\*

COUNTY NAME	TOTAL POPULATION	% African American	TOTAL African American	STATE EMPLOYEES		
				All	% African American	TOTAL African American
Madison	269,282	7.90%	21,235	717	18.82%	135
Marion	39,437	3.90%	1,557	61	1.63%	1
Marshall	12,640	0.30%	44	24	0.00%	0
Mason	14,666	0.40%	54	55	0.00%	0
Massac	15,429	5.90%	904	47	12.76%	6
Menard	12,705	0.60%	76	16	0.00%	0
Mercer	16,434	0.30%	47	10	0.00%	0
Monroe	32,957	0.20%	69	23	0.00%	0
Montgomery	30,104	3.20%	952	491	1.01%	5
Morgan	35,547	6.00%	2,122	817	2.93%	24
Moultrie	14,846	0.30%	41	18	0.00%	0
Ogle	53,497	0.90%	483	54	1.85%	1
Peoria	186,494	17.70%	33,030	491	14.25%	70
Perry	22,350	8.30%	1,866	526	2.28%	12
Piatt	16,729	0.30%	58	14	0.00%	0
Pike	16,430	1.70%	275	32	3.12%	1
Pope	4,470	6.00%	269	5	0.00%	0
Pulaski	6,161	32.40%	1,994	12	50.00%	6
Putnam	6,006	0.50%	32	3	0.00%	0
Randolph	33,476	9.70%	3,263	1,534	3.25%	50
Richland	16,233	0.50%	78	41	2.43%	1
Rock Island	147,546	9.00%	13,289	539	5.93%	32
St. Clair	270,056	30.50%	82,302	665	36.24%	241
Saline	24,913	4.00%	995	288	4.51%	13
Sangamon	197,465	11.80%	23,335	9,378	7.52%	706
Schuyler	7,544	3.20%	243	262	5.34%	14
Scott	5,355	0.20%	9	9	0.00%	0
Shelby	22,363	0.20%	50	21	0.00%	0
Stark	5,994	0.50%	28	20	0.00%	0
Stephenson	47,711	9.00%	4,275	75	8.00%	6
Tazewell	135,394	1.00%	1,374	146	3.42%	5
Union	17,808	0.90%	156	760	11.84%	90
Vermilion	81,625	13.00%	10,571	402	6.46%	26
Wabash	11,947	0.60%	77	28	0.00%	0
Warren	17,707	1.70%	303	42	2.38%	1
Washington	14,716	0.70%	101	22	0.00%	0
Wayne	16,760	0.30%	42	24	0.00%	0
White	14,665	0.40%	56	24	0.00%	0
Whiteside	58,498	1.30%	781	136	3.67%	5
Will	677,560	11.20%	75,743	1,814	48.01%	871
Williamson	66,357	3.80%	2,540	298	4.36%	13
Winnebago	295,266	12.20%	36,108	508	14.76%	75
Woodford	38,664	0.50%	187	26	3.84%	1
Totals	12,830,632	14.50%	1,866,414	46872	21.10%	9894

\* Information on the general population of Illinois is from the 2010 census

\*\* Reflects Employees Covered by the Personnel Code as of 12/31/2015

111 employees live outside the boundaries of the State of Illinois including 25 African Americans

## Personnel Code-Covered African American Employees as of 12/31/2015

AGENCY	Employees		African American %
	African American	Total	
AGING	15	143	10.49%
AGRICULTURE	20	335	5.97%
ARTS COUNCIL	2	11	18.18%
CAPITAL DEVELOPMENT BD	7	49	14.29%
CENTRAL MANAGEMENT SVCS	122	1,414	8.63%
CHILDREN & FAMILY SVCS	993	2,547	38.99%
CIVIL SERVICE COMMISSION	0	4	0.00%
COMM & ECON OPPORTUNITY	41	307	13.36%
COMMERCE COMMISSION	5	65	7.69%
CORRECTIONS	1,449	11,915	12.16%
CRIMINAL JUSTICE AUTH	11	54	20.37%
DEAF&HARD OF HEARING COM	0	6	0.00%
DEV DISABILITIES COUNCIL	3	9	33.33%
EMERGENCY MGMT AGENCY	6	79	7.59%
EMPLOYMENT SECURITY	344	1,206	28.52%
ENVIRONMENTAL PROTECTION	55	730	7.53%
FIN & PROF REG	64	425	15.06%
GAMING BOARD	21	172	12.21%
GUARDIANSHIP & ADVOCACY	33	99	33.33%
HEALTHCARE & FAMILY SRV	350	1,967	17.79%
HISTORIC PRESERVATION	4	139	2.88%
HUMAN RIGHTS COMMISSION	6	14	42.86%
HUMAN RIGHTS DEPARTMENT	46	130	35.38%
HUMAN SERVICES	4,802	13,260	36.21%
IL TORTURE INQRY RLF COM	0	2	0.00%
INDEPENDENT TAX TRIBUNAL	0	1	0.00%
INSURANCE	31	250	12.40%
INVESTMENT BOARD	2	3	66.67%
JUVENILE JUSTICE	338	1,057	31.98%
LABOR	15	87	17.24%
LABOR REL BD EDUCATIONAL	2	9	22.22%
LABOR RELATIONS BD ILL	0	14	0.00%
LAW ENF TRNG&STANDARD BD	1	19	5.26%
LOTTERY	16	132	12.12%
MILITARY AFFAIRS	12	126	9.52%
NATURAL RESOURCES	26	1,228	2.12%
POLLUTION CONTROL BOARD	2	19	10.53%
PRISONER REVIEW BOARD	4	22	18.18%
PROPERTY TAX APPEAL BD	1	33	3.03%
PUBLIC HEALTH	162	1,137	14.25%
RACING BOARD	2	2	100.00%
REVENUE	228	1,588	14.36%
STATE FIRE MARSHAL	10	123	8.13%
STATE POLICE*	123	1,047	11.75%
STATE POLICE MERIT BOARD	1	6	16.67%
STATE RETIREMENT SYSTEMS	5	102	4.90%
TRANSPORTATION**	275	3,281	8.38%
VETERANS AFFAIRS	201	1,381	14.55%
WORKERS COMPENSATION COM	38	123	30.89%
STATE WIDE TOTALS :	9,894	46,872	21.11%

\*State Police has an additional 1,720 sworn personnel that are not Personnel Code-covered employees of which 158 are African Americans (9.2%)

\*\* Transportation has an additional 2,888 employees that are not Personnel Code-covered of which 348 are African Americans (12%)

## Personnel Code-Covered African-American Employees in SPSA Positions as of 12/31/2015

AGENCY	SPSA's		African American %
	African American	Total	
AGING	1	15	6.7%
AGRICULTURE	0	22	0.0%
ARTS COUNCIL	1	2	50.0%
CAPITAL DEVELOPMENT BD	0	0	0.0%
CENTRAL MANAGEMENT SVCS	8	104	7.7%
CHILDREN & FAMILY SVCS	33	89	37.1%
CIVIL SERVICE COMMISSION	0	1	0.0%
COMM & ECON OPPORTUNITY	3	49	6.1%
COMMERCE COMMISSION	0	0	0.0%
CORRECTIONS	32	103	31.1%
CRIMINAL JUSTICE AUTH	1	5	20.0%
DEAF&HARD OF HEARING COM	0	2	0.0%
DEV DISABILITIES COUNCIL	0	2	0.0%
EMERGENCY MGMT AGENCY	0	4	0.0%
EMPLOYMENT SECURITY	9	68	13.2%
ENVIRONMENTAL PROTECTION	1	42	2.4%
FIN & PROF REG	3	44	6.8%
GAMING BOARD	1	13	7.7%
GUARDIANSHIP & ADVOCACY	4	7	57.1%
HEALTHCARE & FAMILY SRV	9	125	7.2%
HISTORIC PRESERVATION	0	14	0.0%
HUMAN RIGHTS COMMISSION	2	2	100.0%
HUMAN RIGHTS DEPARTMENT	3	10	30.0%
HUMAN SERVICES	42	181	23.2%
IL TORTURE INQRY RLF COM	0	0	0.0%
INDEPENDENT TAX TRIBUNAL	0	0	0.0%
INSURANCE	0	22	0.0%
INVESTMENT BOARD	1	1	100.0%
JUVENILE JUSTICE	10	27	37.0%
LABOR	0	8	0.0%
LABOR REL BD EDUCATIONAL	1	2	50.0%
LABOR RELATIONS BD ILL	0	3	0.0%
LAW ENF TRNG&STANDARD BD	0	2	0.0%
LOTTERY	1	6	16.7%
MILITARY AFFAIRS	0	2	0.0%
NATURAL RESOURCES	0	50	0.0%
POLLUTION CONTROL BOARD	0	1	0.0%
PRISONER REVIEW BOARD	0	0	0.0%
PROPERTY TAX APPEAL BD	0	2	0.0%
PUBLIC HEALTH	10	65	15.4%
RACING BOARD	1	1	100.0%
REVENUE	3	60	5.0%
STATE FIRE MARSHAL	1	12	8.3%
STATE POLICE	3	23	13.0%
STATE POLICE MERIT BOARD	0	1	0.0%
STATE RETIREMENT SYSTEMS	0	8	0.0%
TRANSPORTATION	0	0	0.0%
VETERANS AFFAIRS	2	17	11.8%
WORKERS COMPENSATION COM	0	14	0.0%
GRAND TOTAL:	186	1,231	15.1%

## Personnel Code-Covered African American Employees in PSA Positions as of 12/31/2015

AGENCY	PSA's		African American %
	African American	Total	
AGING	2	18	11.1
AGRICULTURE	0	14	0.0%
ARTS COUNCIL	0	1	0.0%
CAPITAL DEVELOPMENT BD	0	1	0.0%
CENTRAL MANAGEMENT SVCS	10	194	5.2%
CHILDREN & FAMILY SVCS	185	465	39.8
CIVIL SERVICE COMMISSION	0	1	0.0%
COMM & ECON OPPORTUNITY	8	74	10.8
COMMERCE COMMISSION	0	1	0.0%
CORRECTIONS	34	208	16.3
CRIMINAL JUSTICE AUTH	1	11	9.1%
DEAF&HARD OF HEARING COM	0	2	0.0%
DEV DISABILITIES COUNCIL	0	3	0.0%
EMERGENCY MGMT AGENCY	1	17	5.9%
EMPLOYMENT SECURITY	47	150	31.3
ENVIRONMENTAL PROTECTION	3	72	4.2%
FIN & PROF REG	5	59	8.5%
GAMING BOARD	2	34	5.9%
GUARDIANSHIP & ADVOCACY	2	12	16.7
HEALTHCARE & FAMILY SRV	22	236	9.3%
HISTORIC PRESERVATION	0	5	0.0%
HUMAN RIGHTS COMMISSION	1	1	100.0
HUMAN RIGHTS DEPARTMENT	8	19	42.1
HUMAN SERVICES	164	656	25.0
IL TORTURE INQRY RLF COM	0	1	0.0%
INDEPENDENT TAX TRIBUNAL	0	1	0.0%
INSURANCE	5	56	8.9%
INVESTMENT BOARD	0	0	0.0%
JUVENILE JUSTICE	5	24	20.8
LABOR	1	9	11.1
LABOR REL BD EDUCATIONAL	0	5	0.0%
LABOR RELATIONS BD ILL	0	7	0.0%
LAW ENF TRNG&STANDARD BD	0	4	0.0%
LOTTERY	0	10	0.0%
MILITARY AFFAIRS	0	4	0.0%
NATURAL RESOURCES	3	63	4.8%
POLLUTION CONTROL BOARD	0	10	0.0%
PRISONER REVIEW BOARD	0	1	0.0%
PROPERTY TAX APPEAL BD	0	4	0.0%
PUBLIC HEALTH	37	267	13.9
RACING BOARD	0	0	0.0%
REVENUE	15	137	10.9
STATE FIRE MARSHAL	0	13	0.0%
STATE POLICE	0	52	0.0%
STATE POLICE MERIT BOARD	0	1	0.0%
STATE RETIREMENT SYSTEMS	0	8	0.0%
TRANSPORTATION	2	17	11.8
VETERANS AFFAIRS	1	36	2.8%
WORKERS COMPENSATION COM	6	11	54.5
GRAND TOTAL:	570	2,995	19.0

**SPSA Represented by Collective Bargaining Units and Those Not Represented  
by Collective Bargaining Units, as of 12/31/2015**

Agency	Bargaining Unit?		Total	Bargaining Unit
	Yes	No		%
AGING	0	15	15	0.0%
AGRICULTURE	0	22	22	0.0%
ARTS COUNCIL	0	2	2	0.0%
CAPITAL DEVELOPMENT BD	0	0	0	0.0%
CENTRAL MANAGEMENT SVCS	0	104	104	0.0%
CHILDREN & FAMILY SVCS	0	89	89	0.0%
CIVIL SERVICE COMMISSION	0	1	1	0.0%
COMM & ECON OPPORTUNITY	0	49	49	0.0%
COMMERCE COMMISSION	0	0	0	0.0%
CORRECTIONS	0	103	103	0.0%
CRIMINAL JUSTICE AUTH	0	5	5	0.0%
DEAF&HARD OF HEARING COM	0	2	2	0.0%
DEV DISABILITIES COUNCIL	0	2	2	0.0%
EMERGENCY MGMT AGENCY	0	4	4	0.0%
EMPLOYMENT SECURITY	0	68	68	0.0%
ENVIRONMENTAL PROTECTION	0	42	42	0.0%
FIN & PROF REG	0	44	44	0.0%
GAMING BOARD	6	7	13	46.2%
GUARDIANSHIP & ADVOCACY	0	7	7	0.0%
HEALTHCARE & FAMILY SRV	0	125	125	0.0%
HISTORIC PRESERVATION	0	14	14	0.0%
HUMAN RIGHTS COMMISSION	0	2	2	0.0%
HUMAN RIGHTS DEPARTMENT	0	10	10	0.0%
HUMAN SERVICES	0	181	181	0.0%
IL TORTURE INQRY RLF COM	0	0	0	0.0%
INDEPENDENT TAX TRIBUNAL	0	0	0	0.0%
INSURANCE	0	22	22	0.0%
INVESTMENT BOARD	0	1	1	0.0%
JUVENILE JUSTICE	0	27	27	0.0%
LABOR	0	8	8	0.0%
LABOR REL BD EDUCATIONAL	0	2	2	0.0%
LABOR RELATIONS BD ILL	0	3	3	0.0%
LAW ENF TRNG&STANDARD BD	0	2	2	0.0%
LOTTERY	0	6	6	0.0%
MILITARY AFFAIRS	0	2	2	0.0%
NATURAL RESOURCES	0	50	50	0.0%
POLLUTION CONTROL BOARD	0	1	1	0.0%
PRISONER REVIEW BOARD	0	0	0	0.0%
PROPERTY TAX APPEAL BD	0	2	2	0.0%
PUBLIC HEALTH	0	65	65	0.0%
RACING BOARD	0	1	1	0.0%
REVENUE	0	60	60	0.0%
STATE FIRE MARSHAL	0	12	12	0.0%
STATE POLICE	4	19	23	17.4%
STATE POLICE MERIT BOARD	0	1	1	0.0%
STATE RETIREMENT SYSTEMS	0	8	8	0.0%
TRANSPORTATION	0	0	0	0.0%
VETERANS AFFAIRS	0	17	17	0.0%
WORKERS COMPENSATION COM	0	14	14	0.0%
GRAND TOTAL:	10	1,221	1,231	0.8%

**PSA Represented by a Collective Bargaining Unit and Those Not Represented  
by Collective Bargaining Units, as of 12/31/2015**

AGENCY	Bargaining Unit?		Total	Bargaining Unit %
	Yes	No		
AGING	4	14	18	22.2%
AGRICULTURE	3	11	14	21.4%
ARTS COUNCIL	0	1	1	0.0%
CAPITAL DEVELOPMENT BD	0	1	1	0.0%
CENTRAL MANAGEMENT SVCS	110	84	194	56.7%
CHILDREN & FAMILY SVCS	296	169	465	63.7%
CIVIL SERVICE COMMISSION	0	1	1	0.0%
COMM & ECON OPPORTUNITY	44	30	74	59.5%
COMMERCE COMMISSION	1	0	1	100.0%
CORRECTIONS	68	140	208	32.7%
CRIMINAL JUSTICE AUTH	5	6	11	45.5%
DEAF&HARD OF HEARING COM	0	2	2	0.0%
DEV DISABILITIES COUNCIL	0	3	3	0.0%
EMERGENCY MGMT AGENCY	9	8	17	52.9%
EMPLOYMENT SECURITY	59	91	150	39.3%
ENVIRONMENTAL PROTECTION	66	6	72	91.7%
FIN & PROF REG	33	26	59	55.9%
GAMING BOARD	30	4	34	88.2%
GUARDIANSHIP & ADVOCACY	7	5	12	58.3%
HEALTHCARE & FAMILY SRV	161	75	236	68.2%
HISTORIC PRESERVATION	0	5	5	0.0%
HUMAN RIGHTS COMMISSION	0	1	1	0.0%
HUMAN RIGHTS DEPARTMENT	18	1	19	94.7%
HUMAN SERVICES	264	392	656	40.2%
IL TORTURE INQRY RLF COM	0	1	1	0.0%
INDEPENDENT TAX TRIBUNAL	0	1	1	0.0%
INSURANCE	40	16	56	71.4%
INVESTMENT BOARD	0	0	0	0.0%
JUVENILE JUSTICE	6	18	24	25.0%
LABOR	5	4	9	55.6%
LABOR REL BD EDUCATIONAL	0	5	5	0.0%
LABOR RELATIONS BD ILL	0	7	7	0.0%
LAW ENF TRNG&STANDARD	1	3	4	25.0%
LOTTERY	6	4	10	60.0%
MILITARY AFFAIRS	0	4	4	0.0%
NATURAL RESOURCES	32	31	63	50.8%
POLLUTION CONTROL BOARD	4	6	10	40.0%
PRISONER REVIEW BOARD	0	1	1	0.0%
PROPERTY TAX APPEAL BD	2	2	4	50.0%
PUBLIC HEALTH	256	11	267	95.9%
RACING BOARD	0	0	0	0.0%
REVENUE	11	126	137	8.0%
STATE FIRE MARSHAL	6	7	13	46.2%
STATE POLICE	19	33	52	36.5%
STATE POLICE MERIT BOARD	0	1	1	0.0%
STATE RETIREMENT SYSTEMS	6	2	8	75.0%
TRANSPORTATION	16	1	17	94.1%
VETERANS AFFAIRS	1	35	36	2.8%
WORKERS COMPENSATION	6	5	11	54.5%
GRAND TOTAL:	1,595	1,400	2,995	53.3%

### III. 2015 African American Employment Plan Objectives Status Report

STRATEGY	WHO	WHEN
<b><u>Leadership</u></b>		
<b>1.0</b> Each agency director will be given a copy of the 2015 AfAEP with a letter from the Governor highlighting the importance of diversity in general, while reminding agencies of their obligation to Affirmative Action and Equal Employment Opportunity.	CMS, Governor's Office	Met. Letter included in AfAEP submitted to the General Assembly 2/1/15.
<b>1.1</b> An overview of the Plan will be presented to the Governor's Deputy Chiefs of Staff and Agency Directors to inform on specifics of the Plan and to affirm the Administration's commitment to the Plan.	CMS, Governor's Office, Agency Directors	Met. Ongoing; all Cabinet Members were advised of AfAEP.
<b>1.2</b> Analyze all relevant data to develop 2015 AfAEP for presentation to the General Assembly by February 1 <sup>st</sup> , as required by PA 096-1341.	CMS, code state agencies	Met. AfAEP submitted to the General Assembly per deadline.
<b>1.3</b> Provide administrative support to the AfAEP Advisory Council pursuant to specific reporting responsibilities outlined in PA 096-1341.	CMS, Governor's Office, African American Advisory Council	Council met on 2/10/2015, 4/14/15 & 10/6/15.
<b><u>Recruitment and Selection</u></b>		
<b>2.0</b> Mandated Hiring and/or Promotion Monitors must be completed by agencies and authorized by CMS prior to personnel transaction processing. Plan coordinator will review these forms for use in assessing an agency's overall best practices relevant to African American underutilization.	Department of Human Rights, all State agencies under the Governor's jurisdiction, CMS	Met. Ongoing; all forms are reviewed as required.
<b>2.1</b> Compile African American grade and application data to ensure that African Americans are fully informed of e-recruiting online application procedures, ensuring that the number of African Americans applying for State jobs is not adversely affected.	CMS	Met

STRATEGY	WHO	WHEN
<b>2.2</b> Present at the CMS monthly personnel managers/EEO meeting to provide an overview of AfAEP.	CMS	Met. One on one meetings with DEP and Agency EO/HR managers
<b>2.3</b> Review the Underutilization Regional Summary Report prepared by Department of Human Rights for use in developing objectives for improvement.	CMS, State AfAEP Advisory Council	Ongoing; all forms are reviewed as required.
<b>2.4</b> State agencies incorporate the use of internships such as Dunn Fellowship and Graduate Public Service Intern (GPSI) as viable options to recruit, hire, and retain qualified candidates for underutilized	CMS, all state agencies under the Governor's jurisdiction	Ongoing
<b>2.5</b> State agencies establish communication of job postings to Colleges and Universities with significant minority student populations as a recruitment strategy for qualified candidates.	CMS, all state agencies under the Governor's jurisdiction.	Met/Ongoing
<b><u>Education</u></b> <b>3.0</b> CMS will continue follow-up meetings with agencies identified by the Department of Human Rights as failing to meet their affirmative action goals.	CMS	Met. Meetings with Human Services, Veterans' Affairs, State Police
<b>3.1</b> Quarterly EEO/AA officer meetings will be conducted in conjunction with CMS personnel managers meetings.	CMS, DHR	No meetings held due to budget and transitioning of staff
<b>3.2</b> The Upward Mobility Program provides an important pathway to promotional opportunity. Benchmark information began being gathered and reported in the 2015 AfAEP and will continue to be each year to document African American participation and completion rates.	CMS, UMP	Met.



STRATEGY	WHO	WHEN
<b>3.3</b> Provide the General Assembly Appropriations Chairs and Committee members' status updates on the AfAEP, highlighting agencies' goals on African American hiring.	Governor's Office, CMS, DHR, AfAEP Advisory Council	Met. 2 <sup>nd</sup> Quarter
<b>3.4</b> Meet with the Illinois Legislative Black Caucus and interested General Assembly members to present on the status of the African American state workforce and the AfAEP.	Governor's Office, CMS, AfAEP Advisory Council	Met
<b>3.5</b> CMS will host meetings with Governor's Deputy Chiefs of Staffs and agency heads to review progress toward meeting stated goals relevant to African American employment and share human resources best practices.	Governor's Office, AFAEP Advisory Council, all Personnel Code-covered agencies.	Met
<b><u>Accountability</u></b> <b>4.0</b> CMS will survey agencies via an online data base portal to assess their activities in implementing the Plan. Each year CMS will work collaboratively with the AFAEP Advisory Council to review and revise, as needed.	CMS, all state agencies under the Governor's jurisdiction, AFAEP	Met. On-line Survey successfully launched on 12/4/15 with deadline for completion 12/18/15.
<b>4.1</b> CMS will prepare an Executive Summary documenting agencies' progress towards meeting stated goals relevant to African American employment and promotion.	CMS	Met. Executive Summary included in this 2015 AfAEP report.
<b>4.2</b> Work collaboratively with the AfAEP Advisory Council to develop Plan objectives for next reporting year.	CMS, AfAEP Advisory Council	Objectives remain the same for 2016 presented as Part V of this report.
<b>4.3</b> The CMS Director will remind all agencies of their continued obligation and commitment to the principles of the AfAEP.	CMS	Met. Letter included in 2015 AfAEP.

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#### IV. Summary of State African American Employment 2015 Survey and Highlights

In partnership with the Department of Human Rights, CMS and the AfAEP Advisory Council successfully launched an online survey in accordance with the 2015 AfAEP Action Plan and Objective 4.0. This survey serves to guide CMS in identifying agencies' best practices and deficiencies, and is utilized to develop and evaluate the AfAEP goals and objectives.

All agencies with Personnel Code-covered employees under the Governor's jurisdiction submitted their completed surveys in accordance with the AfAEP. Survey responses varied depending on each individual agency's mission, fiscal year budget allocations and year-to-year priorities. Copies of all electronically date-stamped agency surveys are included in the appendices of this report.

Survey highlights include the following:

##### African Americans certified to conduct Rutan interviews:

State agencies are encouraged to have diverse interview panels as part of the hiring and promotion selection. There were 741 African American employees trained and certified to perform interviews. African American employees participated in 3,225 Rutan interviews. This is a significant increase from 2015, when African Americans participated in 695 Rutan interviews.

##### Number of African American Employees provided tuition reimbursement or enrolled in the Upward Mobility Program:

A total of 3,445 employees participated in the Upward Mobility Program or received tuition reimbursement, including 947 African American employees.

The State of Illinois Upward Mobility Program (UMP) is a career mobility program designed to give state employees an opportunity to advance to more challenging, higher paying positions. It is a joint venture between CMS and AFSCME. The number of African American employees participating in UMP substantially increased in 2014 compared to 2013 from 535 to 1,154. In 2015 the number of African American enrolled in UMP slightly decreased to 1093.

Upward Mobility	
Calendar Year	African Americans
2015	1093
2014	1154
2013	535

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### Veteran Hiring:

Based on the survey, the total number of African American veterans hired into Personnel Code-covered state agencies was 100. The Illinois Department of Corrections hired the most veterans with 313, of which 12 were African American. The Department of Transportation hired 189, including 15 African American veterans. The Department Human Services hired 123 veterans, of which 31 were African American.

### **African American employment strategies undertaken by Agencies in implementing the AfAEP:**

- Developed new testing and examining procedures for professional titles which will increase candidate pools and recruitment opportunities.
- Improve Employment Opportunities webpage.
- Identified and developed specific titles to include more “trainee” opportunities.
- Trainee titles presented to job fair organizers and college recruiters to develop partnerships for these programs designed to increase diversity and opportunities.
- Recruiters participated in recruitment fairs sponsored by community and educational institutions.
- Provided informational sessions/workshops focusing on the African American community.
- Worked with faith-based organizations in the African American Community.
- Social media: Maintain a FACEBOOK page to post jobs as well as announcing jobs on Twitter.
- Post jobs with the Department of Human Services to reach out to more applicants in this area.
- Developed a detailed recruitment plan made available via PowerPoint presentation.
- Recruitment staff work directly with the Office of Affirmative Action to target specific African American communities.
- Hiring goals were discussed in both senior staff and HR meetings.
- Expanded field services programs to include employment recruiting.
- Developed a Recruitment Database of African American organizations.
- Communications were sent specifically to African American organizations, community groups and other partnerships via emails.
- Postings were shared with African American professional organizations.
- Disseminate job opportunities to current African American Employees to help recruit minorities.
- Shared job postings with state legislators including members of the Black Caucus to share with their constituents.
- Maintained sign-in sheets at recruitment events to track minority participation and use for follow-up with candidates.
- Recruiting staff are provided updates from the Affirmative Action Officer on African American underutilization within each EEO occupational category.

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**Suggestions/recommendations for increasing the number of African Americans employed and promoted:**

- Continue developing new testing and examining procedures for professional titles which will increase candidate pools and recruitment opportunities.
- Improve Employment Opportunities webpage.
- Identify and develop specific titles to include more “trainee” opportunities.
- Present trainee titles information to job fair organizers and college recruiters to develop partnerships for these programs designed to increase diversity and employment opportunities.
- Participate in recruitment fairs sponsored by community and educational institutions.
- Provide informational sessions/workshops focusing on the African American community.
- Work with faith-based organizations in the African American Community.
- Post jobs on social media such as FACEBOOK and Twitter.
- Post jobs with the Department of Human Services to reach out to more applicants in this area.
- Develop detailed recruitment plan made available via PowerPoint presentation.
- Recruitment staff to work directly with the Office of Affirmative Action to target specific African American communities.
- Hiring goals to be discussed in both senior staff and HR meetings.
- Expand field services programs to include employment recruiting.
- Develop or expand a Recruitment Database of African American organizations.
- Communicate with African American organizations, community groups through emails.
- Share job postings with African American professional organizations.
- Disseminate job opportunities to current African American Employees to help recruit minorities.
- Share job postings with state legislators including members of the Black Caucus to share with their constituents.
- Use sign-in sheets at recruitment events to track minority participation and use for follow-up with candidates.
- Recruiting staff are provided updates from the Affirmative Action Officer on African American underutilization within each EEO occupational category.
- Develop a mechanism for measuring the success of recruitment.

***See Appendix for completed agency surveys.***

## V. 2016 African American Employment Action Plan and Objectives

STRATEGY	WHO	WHEN
<b><u>Leadership</u></b>		
<b>1.0</b> Each agency director will be provided an electronic copy of the 2016 AfAEP with a letter from the Governor highlighting the importance of diversity in general while reminding agencies of their obligation to Affirmative Action and Equal Employment Opportunity.	CMS, Governor's Office	1 <sup>st</sup> Quarter
<b>1.1</b> An overview of the Plan will be presented to the Governor's Deputy Chiefs of Staff and Agency Directors to inform on specifics of the Plan and to affirm the Administration's commitment to the Plan.	CMS, Governor's Office, Agency Directors	1 <sup>st</sup> Quarter, then ongoing
<b>1.2</b> Analyze all relevant data to develop 2016 AfAEP for presentation to the General Assembly by February 1 <sup>st</sup> , as required by PA 096-1341.	CMS, code state agencies	1 <sup>st</sup> Quarter
<b>1.3</b> Provide administrative support to the African American Advisory Council pursuant to specific reporting responsibilities outlined in PA 096-1341.	CMS, Governor's Office, AfAEP Council	Ongoing
<b><u>Recruitment and Selection</u></b>		
<b>2.0</b> Mandated Hiring and/or Promotion Monitors must be completed by agencies and authorized by CMS prior to personnel transaction processing. Plan coordinator will review these forms for use in assessing an agency's overall best practices relevant to African American underutilization.	Department of Human Rights, all state agencies under the Governor's jurisdiction, CMS	1 <sup>st</sup> Quarter, then ongoing
<b>2.1</b> Compile African American grade and application data to ensure that African Americans are fully informed of state application procedures, ensuring that the number of African Americans applying for State jobs is not adversely affected.	CMS	1 <sup>st</sup> quarter, then ongoing and reported in each subsequent Plan.

STRATEGY	WHO	WHEN
<b>2.2</b> Present to agency personnel managers and EEO staff on a periodic basis an overview of the AfAEP.	CMS	Ongoing
<b>2.3</b> Review the Underutilization Regional Summary Report prepared by DHR to use in developing objectives for improvement.	CMS, State AfAEP Advisory Council	3 <sup>rd</sup> Quarter
<b>2.4</b> State agencies incorporate the use of internships such as Dunn Fellowship and Graduate Public Service Intern (GPSI) as viable options to recruit, hire, and retain qualified candidates for underutilized positions.	CMS, all state agencies under the Governor's jurisdiction.	Ongoing
<b>2.5</b> State agencies establish communication of job postings with colleges and universities with significant African American student populations as a recruitment strategy for qualified candidates.	CMS, all state agencies under the Governor's jurisdiction	Ongoing
<b><u>Education</u></b> <b>3.0</b> CMS will continue follow-up meetings with agencies identified by the Department of Human Rights as failing to meet their affirmative action goals.	CMS	Ongoing
<b>3.1</b> EEO/AA officer meetings will be conducted on a periodic basis with agencies.	CMS, DHR	Ongoing
<b>3.2</b> The Upward Mobility Program provides an important pathway to promotional opportunity. Benchmark information will be gathered and reported in the 2017 AfAEP and each subsequent Plan thereafter to document African American participation and completion rates.	CMS, UMP	4 <sup>th</sup> quarter
<b>3.3</b> Provide the General Assembly Appropriations Chair and Committee members' status updates on the AfAEP, highlighting agencies' goals on African American hiring.	Governor's Office, CMS, IDHR, AfAEP Advisory Council	2 <sup>nd</sup> Quarter

STRATEGY	WHO	WHEN
<b>3.4</b> Meet with the Illinois Legislative Black Caucus and interested General Assembly members to present on the status of the African American state workforce and the AfAEP.	Governor's Office, CMS, AfAEP Advisory Council	1 <sup>st</sup> or 2 <sup>nd</sup> Quarter
<b>3.5</b> CMS will host meetings with Governor's Deputy Chiefs of Staffs and agency heads to review progress towards meeting stated goals relevant to African American employment and share human resources best practices.	Governor's Office, AfAEP Advisory Council, all Personnel Code- covered agencies	Ongoing
<b><u>Accountability</u></b> <b>4.0</b> CMS will survey agencies via an online data base portal to assess their activities in implementing the plan. Each year CMS will work collaboratively with the AfAEP Advisory Council to review and revise, as needed.	CMS, all Personnel Code-covered State Agencies under the Governor's jurisdiction, AfAEP Advisory Council	4 <sup>th</sup> Quarter
<b>4.1</b> CMS will prepare an Executive Summary documenting agencies' progress towards meeting stated goals relevant to African American employment and promotion.	CMS	4 <sup>th</sup> Quarter
<b>4.2</b> Work collaboratively with the AfAEP Advisory Council to develop Plan objectives for next reporting year.	CMS, AfAEP Advisory Council	4 <sup>th</sup> Quarter
<b>4.3</b> The CMS Director will remind all State agencies of their continued obligation and commitment to the principles of the AfAEP.	CMS	4 <sup>th</sup> Quarter

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## **VI. Conclusion**

Since 2010, under Public Act 096-1341, CMS has developed an annual plan to address the underutilization of minority employees in the State's workforce. To date, African American representation appears to have remained relatively constant with 21.1% at the end of calendar year 2015 compared to 21.6% at the end of calendar year 2014. There are opportunities for improvement in fully addressing the underutilization of African Americans in the State's workforce. Governor Rauner's administration has demonstrated a commitment to collaborating with the AfAEP Advisory Council and building on the successful platform of prior years' Plans to achieve objectives such as increasing the number of African American employees serving on Rutan interview panels and utilizing on-line annual surveys for tracking data.

Central Management Services' Diversity Enrichment Program goal is to improve the diversity of the state's workforce by actively recruiting well-qualified minorities, females, and persons with disabilities for employment with the agencies, boards, and commissions under the jurisdiction of the Governor. The following are some of the recruiting activities the Program undertook in 2015.

### **CMS African American Outreach**

The Diversity Enrichment Program staff participated in 69 outreach events during calendar year 2015, which included job fairs and workshop presentations. CMS recruitment counselors conducted State Employment workshops throughout the year within significant African American communities, including Lake, Cook and Kankakee counties.

African Americans in Cook County account for 24.8% of the population in that county. CMS participated in a number of outreach events in Cook County in African American communities and at colleges with significant African American student populations. Events included job fairs at Chicago State University, University of Illinois Chicago, Malcolm X College and Harold Washington College. In addition, CMS conducted employment workshops or participated in job fairs in Markham, Village of Robins, Forest Park, and South Holland. Within Chicago, targeted recruitment included African American neighborhoods such as Kenwood, Rosewood and Brownsville.

### **Veteran Outreach**

In an effort to increase employment participation among minority veterans, CMS counselors presented employment workshops at Jesse Brown VA Medical Center and at the Cook County Veteran Assistance office resulting in additional outreach. Communication continues with the Counselors at the Edward Hines, Jr. VA Hospital. In addition, CMS staff participated in job fairs and veteran organization sponsored events at the New Millennium Institute in Peoria, Southwestern Illinois College in Belleville, Kankakee Community College veterans club, Triton Community College as well as Marines for Life, Marine Mega Muster and Hoops for Troops to recruit veterans. CMS staff continue to participate in the Illinois Department of Employment Security organized job fairs for veterans and attended veteran events held in Orland Park, Kankakee, Chicago, Rock Island, Peoria, Belleville, Quincy, Champaign, Danville and Decatur.



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## **Collaboration with Legislators and Community Based Organizations**

During 2015, CMS collaborated with a number of organizations and legislators who sponsored a number of resource fairs within the African American community including Chicago and Peoria Urban Leagues as well as local churches in the Chicagoland area. CMS staff participated in a number of legislative job fair events including United States Congresswoman Robin Kelly, State Representatives John Anthony and Emmanuel “Chris” Welch. CMS attend events sponsored by local officials including Commissioner Stanley Moore, Mayor David Webb, Jr. (Village of Lombard), Village of Robbins Mayor Tyrone Ward and Chicago Alderman Joe Moore.

Seeking greater diversity and increasing minority employment and promotional opportunities within State government are the guiding principles of the AfAEP Advisory Council in collaboration with CMS. To accomplish these goals, we must continue to make progress and improve recruitment, hiring, training, promotion and retention of qualified minority candidates statewide to improve services to all citizens of Illinois.

Questions on the State African American Employment Plan may be directed to Carlos R. Charneco at 312/814-0922 or [Carlos.Charneco@illinois.gov](mailto:Carlos.Charneco@illinois.gov).







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