



State of Illinois
Illinois Department of Central Management Services

STATE OF ILLINOIS 2016

African American Employment Plan



Respectfully submitted to the Illinois General Assembly
by Central Management Services

APPENDICES

Appendix 1

Letter from Acting Director Hoffman

February 1, 2016

Agency Director
Agency Name
Street Address
City, IL Zip Code

Dear (Agency Director)

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, 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.

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. Therefore, I strongly encourage your agency to continue to build upon your Affirmative Action and Equal Employment Opportunity goals by placing emphasis on recruitment, hiring, training, retention and promotion of African Americans. 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.

Please share this Plan with your senior management staff, including your HR Director, AA/EEO Officer and Recruitment Manager. This Plan may also be accessed electronically at the CMS Diversity Enrichment Program web page at <http://www.work.illinois.gov/diversityenglish.htm>.

By working together on this initiative, we can achieve the objectives outlined in the African American Employment Plan and better serve the citizenry of our great state. If you have any questions or need additional information, please don't hesitate to contact Carlos R. Charneco at 312/814-0922 or Carlos.Charneco@illinois.gov.

Sincerely,

Michael M. Hoffman
Acting Director

Appendix 2

Illinois Department of Human Rights
Hiring Monitor and Promotion Monitor Forms

HIRING MONITOR

Name of Agency: _____ Candidate's Name: _____
 City / County: _____ Position Number: _____
 IDHR Region / (Facility): _____
 EEO Job Category: _____ Bid Number: _____
 Title of Job to be filled: _____ Date of Hire: _____

1. Is the EEO category underutilized? If yes, indicate number for each group:
 Women: _____ Black or African American: _____ Hispanic or Latino: _____
 Asian: _____ American Indian or Alaskan Native: _____
 Native Hawaiian or Other Pacific Islander: _____ People with Disabilities: _____

2. Indicate: Race of person selected:
 Sex: Veteran: Disability:

3. Number of individuals who applied or were on the list of eligible(s) _____

Total by Category	# Invited	# Interviewed	# Selected
_____ Women	_____	_____	_____
_____ Black or African American	_____	_____	_____
_____ Hispanic or Latino	_____	_____	_____
_____ Asian	_____	_____	_____
_____ American Indian or Alaskan Native	_____	_____	_____
_____ Native Hawaiian or Other Pacific Islander	_____	_____	_____
_____ People with Disabilities	_____	_____	_____
_____ Veterans	_____	_____	_____

4. If no candidates from any of the underutilized groups appeared on the list, what efforts were made in the last six months to assist in the recruitment of candidates?

5. If the category is underutilized and a member of an affirmative action group applied and was not hired, give a detailed explanation for the hiring decision.

6. Was the position posted?

7. Name and position of person(s) who interviewed candidates.

8. Name and position of person(s) who recommended the selection of the candidate.

I have reviewed the eligibility list and: with this hire. Remarks on reverse side.

 EEO/AA Officer _____
 Date

I approve of this hire

 Chief Executive Officer _____
 Date

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

PROMOTION MONITOR

Name of Agency: _____ Candidate's Name: _____
 City / County: _____ Position Number: _____
 IDHR Region / (Facility): _____
 EEO Job Category: _____ Bid Number: _____
 Title of Job to be filled: _____ Date of Promotion: _____

1. Is the EEO category underutilized? If yes, indicate number for each group:

Women: _____ Black or African American: _____ Hispanic or Latino: _____
 Asian: _____ American Indian or Alaskan Native: _____
 Native Hawaiian or Other Pacific Islander: _____ People with Disabilities* _____

2. Indicate the race and sex of person promoted:

3. Number of individuals who applied or were on the list of promotable(s): _____

Total by Category	# Invited	# Interviewed	# Selected
_____ Women	_____	_____	_____
_____ Black or African American	_____	_____	_____
_____ Hispanic or Latino	_____	_____	_____
_____ Asian	_____	_____	_____
_____ American Indian or Alaskan Native	_____	_____	_____
_____ Native Hawaiian or Other Pacific Islander	_____	_____	_____
_____ People with Disabilities	_____	_____	_____
_____ Veterans	_____	_____	_____

4. Did it change the employee's EEO Job Category?
 If yes, from what EEO job Category?

5. If the category is underutilized and a member of an affirmative action group applied and was not promoted give a detailed explanation.

6. Was the position posted?

7. Name and position of person(s) who interviewed candidates.

8. Name and position of person(s) who recommended the selection of the candidate.

I have reviewed the eligibility list and: with this promotion. Remarks on reverse side.

 EEO/AA Officer Date

I approve of this hire

 Chief Executive Officer Date

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

Appendix 3

Employment Plan Survey Results

*All agencies required to complete the survey did so. Some agencies that do not have positions covered by the Personnel Code requested to participate in the survey but are not required to. Those agencies are: Illinois Board of Education, Illinois Board of Higher Education, Executive Ethics Commission, Office of the Executive Inspector General, Illinois Health Information Exchange Authority, and the Sentencing Advisory Council.

2016 State African American Employment Plan Survey

Agency: Aging

Director/Secretary: Kris Smith

Submitted: 12/18/2015 3:08:00 PM

Certification: I Agree

Individual Information: Roseanne McNamara, Human Resources Administrator, One Natural Resources Way, 217-785-3347, Roseanne.McNamara@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

5	Officials and Managers
13	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

56	Officials and Managers
102	Professionals
9	Technicians
0	Protective Service Workers
5	Para-Professionals
8	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

144

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Agency has met all of it's AAP goals for FY'15

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There were not any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Agency is in compliance.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

18

Please list the position titles.

SPSA (1) PSA (2)

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 15?

32

In how many Rutan panel interviews did African American interviewers participate?

11

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

n/a

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

28

Please list the position titles.

SPSA, PSA, AA II, Human Services Caseworker, Account Tech I, Social Service Program Planner III

How many of those were African American?

5

Please include job titles that were vacated by African Americans.

SPSA, Social Service Program Planner III

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

40

How many of those were African American?

1

Please list position titles.

SPSA, PSA, Executive I, Human Services Caseworker, AA II, Internal Auditor, Acct Tech II, ISA I, ISA II, Accountant

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

N/A

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

2

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Follow the contract rules and regulations

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Followed CMS rules and regulations regarding open competitive employment process.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

Met goals

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

2

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Agriculture

Director/Secretary: Raymond Poe

Submitted: 12/14/2015 2:33:00 PM

Certification: I Agree

Individual Information: Linda Rhodes, ADA/EEO Coordinator, State Fairgrounds, PO Box 19281, Springfield IL 62793-9281, 217/524-9050, linda.rhodes@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 0 Officials and Managers
 - 1 Professionals
 - 13 Technicians
 - 0 Protective Service Workers
 - 2 Para-Professionals
 - 3 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 1 Officials and Managers
 - 1 Professionals
 - 13 Technicians
 - 0 Protective Service Workers
 - 2 Para-Professionals
 - 3 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

329.5

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 3 Professionals
 - 3 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

2 trainee positions were filled externally over the past few months - Meat & Poultry Inspector Trainee and Products & Standards Inspector Trainee. We went to an eligible list for each position.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Increase in hiring Technicians - Meat & poultry Inspector Trainee and Products & Standards Inspector Trainee.

How many Human Resources staff does your agency have?

4

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Agency's EEO/ADA Coordinator sits in on all Rutan interviews and ensures that staff is compliant with all rules and regulations. The EEO/ADA Coordinator also reviews the Affirmative Action Plan with Senior Staff.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 15?

11

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Attended numerous career fairs; the Agency continues to post Meat & Poultry Trainee and Product & Standards Trainee positions in FY16. We go to eligible lists on most of the job postings with the hope that African Americans will be on these lists.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

37

Please list the position titles.

Office Clerk, Office Associate, Private Secretary 1, Warehouse Examiner Specialist, Warehouse Examiner, Accountant, Ag Land & Water Resource Specialist, Administrative Assistant 2, SPSA, Laboratory Associate 1, Meat & Poultry Inspector, Meat & Poultry Inspector Supervisor, Products & Standards Inspector, Chemist 1

How many of those were African American?

2

Please include job titles that were vacated by African Americans.

SPSA and Private Secretary 1

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

25

How many of those were African American?

3

Please list position titles.

Meat and Poultry Inspector Trainee, Products & Standards Inspector Trainee, Products & Standards Inspector

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

N/A

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

5

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

EEO Coordinator sits in on all Rutan interviews and is involved with the Agency requests open competitive lists from CMS.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

A veterans come first and then minorities are next. We try and get as many minorities in for an interview as possible.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

We have found there to be more qualified candidates on the SD lists than in the past and have requested more of them.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

8

How many were African American Veterans?

1

2016 State African American Employment Plan Survey

Agency: Arts Council

Director/Secretary: Tatiana Gant

Submitted: 12/8/2015 12:49:00 PM

Certification: I Agree

Individual Information: Romie Munoz, Director of Administration, 100 West Randolph Street, 312-814-8250, Romie.Munoz@Illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 1 Officials and Managers
 - 1 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 4 Officials and Managers
 - 7 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 1 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

11

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The IACA monitors and reviews the Quarterly reports submitted to the Illinois Dept of Human Rights. No positions were filled externally.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

It is the responsibility of the Director of Administration who is also the Personnel Manger and EEO/AA Officer to comply with the mandates of the African American Employment Plan; also completes and submits the Agency's EEO/AA Plan to the Illinois Department of Human Rights and reviews with the Executive Director and Chief of Operations to determine underutilized positions.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

SPSA

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 15?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

IACA completes the EEO/AA Plan and is reviewed by senior staff. After approval, senior staff is notified of any of the underutilized categories or positions and will be addressed during the hiring

process. IACA is not underutilized in any category. Quarterly reports are submitted to the Dept of Human Rights.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

2

Please list the position titles.

PSA and Office Associate

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Office Associate

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

Please list position titles.

NA

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Upward Mobility Program is available to all bargaining unit employees to enhance their skills and for career ladder enhancement. IACA continues to utilize the posting system to announce vacancies to agencies and organizations throughout the state to increase the diversity of qualified candidates for all positions.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Personnel Manager and the EEO Officer is the same person.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Veterans Preference take priority. If there aren't any Veterans on the list, then all grouping of A's are next.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

none

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No. However, Yazoo Hall will be assigned to work with the community.

Title: SPSA

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Executive Staff

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Capital Development Board

Director/Secretary: Jodi Golden

Submitted: 12/14/2015 9:50:00 AM

Certification: I Agree

Individual Information: Heather Humphrey, Personnel Administrator, 401 S. Spring, 3rd Fl.
Springfield, 62706, 217-782-7222, Heather.Humphrey@Illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

18	Officials and Managers
68	Professionals
7	Technicians
0	Protective Service Workers
31	Para-Professionals
5	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

20	Officials and Managers
74	Professionals
10	Technicians
0	Protective Service Workers
5	Para-Professionals
40	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

129

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
10	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

In FY 15, CDB had 12 new hires. wo of these positions were filled by African Americans: One Paralegal Assistant, one Deputy General Counsel. One African American was promoted to the position of Administrative Assistant 1 and four African Americans separated from the agency. CDB continuously strives to increase diversity through the hiring process whenever possible. Because of union and personnel code requirements, it is not always possible to address underutilization through the hiring process. We will continue to work with minority industry groups to increase underutilization in our non-code positions.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

In FY 14 in the Official/Administrator category, there was one new hire and one separation. There was no changes in this category for FY 15. In the Professional category, there were two separations in FY 15. In the Paraprofessional category, there was 1 new hire and 1 separation in FY 14. There was one new hire and one promotion in this category for FY 15.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Minority recruitment and hiring is a priority at CDB. All administrative staff responsible for the hiring process understand the importance of adhering to the African American Employment Plan. The agency is in the process of creating a Model Recruitment plan to formalize the steps the agency takes when filling a position to confirm adherence to all legislative mandates.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

Deputy Director of Operations Administrator of Capital Planning

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

3

How many Rutan panel interviews were conducted during FY 15?

8

In how many Rutan panel interviews did African American interviewers participate?

8

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Postings are shared with groups such as the National Organization of Minority Engineers, the Illinois Chapter of the National Organization of Minority Architects, the CMS Diversity Enrichment Program Manager, and the Department of Human Rights. Positions filled in FY15 were a diverse range, including, but not limited to positions in the office series, Project Manager, Technical Specialist, Paralegal Assistant and Executive 1. Two hires and two promotions were filled by African Americans. CDB also employed one African American intern.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

21

Please list the position titles.

Executive 1 Administrator, Legislative Affairs Project Manager CDB Project Technician
Regional Manager Chief of Staff Deputy Director, Construction General Counsel Capital
Planning Liaison Executive Director Deputy General Counsel Assistant Deputy Director
Administrative Assistant I ISS, II Policy Advisor

How many of those were African American?

3

Please include job titles that were vacated by African Americans.

Chief of Staff Project Manager Executive I

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

24

How many of those were African American?

2

Please list position titles.

Paralegal Assistant Assistant Deputy Director Technical Specialist Office Assistant Capital
Planning Liaison Office Associate CDB Account Technician Administrator, Legislative Affairs
Deputy General Counsel Assistant Deputy General Counsel Internal Auditor I ISS, I Project
Manager Office Coordinator General Counsel Executive I CDB Project Technician AA I
Regional Manager Office Specialist

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Eligible employees may participate in the Upward Mobility Program. In addition, CDB provides tuition reimbursement and paid training to all employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

3

How many of those were African American?

2

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

5

If your agency employed student workers/interns in FY 15, how many were African American?

2

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

It is difficult to address underutilization during the open competitive hiring process. All veterans, regardless of race, must be given equal opportunity to interview for open positions. If the veterans list is exhausted, the agency generally requests a random sample of candidates from the list in order to remain in compliance with personnel rules/regulations. Again, all those who respond must be given equal consideration during the interview process. CDB would welcome any changes to the union contract/personnel rules that would allow more flexibility in the hiring process in order to address areas of minority underutilization.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Once the blind list is received, the number of candidates on the list is evaluated. From there, every 10th name is circled and requested from CMS. More names are selected in the same manner if needed.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None were provided or recommended.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Central Management Services

Director/Secretary: Tom Tyrrell

Submitted: 12/23/2015 8:10:00 AM

Certification: I Agree

Individual Information: Fred V. Stewart, II, EEO/AA Officer, 401 S. Spring St., Suite 720,
Springfield, IL 62706, (217) 558-6713, fred.stewart@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

20	Officials and Managers
45	Professionals
11	Technicians
1	Protective Service Workers
9	Para-Professionals
4	Office and Clerical
9	Skilled Craft Workers
19	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

282	Officials and Managers
448	Professionals
68	Technicians
11	Protective Service Workers
59	Para-Professionals
35	Office and Clerical
315	Skilled Craft Workers
131	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,349

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
4	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

CMS' underutilization remained the same as 2015 with 4 Skilled Craft Workers.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

At the end of 2014, CMS had 1,440 employees. Of those, 128 were African American. At the end of 2015, CMS had 1349 employees, 118 of whom are African American. There was a decrease of 7 Officials/Administrators, 2 Professionals, 1 Office/Clerical, 1 Service Maintenance employee, and an increase of 1 Skilled Craft employee.

How many Human Resources staff does your agency have?

44

How many of those Human Resources staff are minorities?

2

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO Officer requests promotional and eligibility lists for all hiring and promotional monitors with the exception of RUTAN exempt hires and promotions. The EEO Officer won't concur with a hire/promotion with the promotion or eligibility lists when one exists. No training was conducted. Discussions with senior staff occur as needed.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Senior Public Service Administrator

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

10

How many Rutan panel interviews were conducted during FY 15?

111

In how many Rutan panel interviews did African American interviewers participate?

8

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Upward Mobility Program is available for assisting employees in getting a promotion, as well

as the tuition assistance program, when funds are available. The EEO Officer, Shared Services and recruiters target ethnic entities and send them hiring notices as they occur.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

167

Please list the position titles.

SPSA, PSA, Stationary Engineer, Office Administrator, Buyer Assistant, Janitor, Human Resources Rep, Information Systems Analyst 2, Private Secretary 2, Building Grounds Laborer,

How many of those were African American?

15

Please include job titles that were vacated by African Americans.

SPSA, PSA, Human Resources Representative, Office Administrator, Janitor, Buyer Assistant, Building Grounds Laborer, Information Systems Analyst 2.

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

42

How many of those were African American?

5

Please list position titles.

SPSA, PSA, Information Systems Analyst, Office Assistant

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increase the number of African Americans in supervisory and management positions.

The Upward Mobility Program is available for assisting employees in getting a promotion as well as the tuition assistance program when funds are available. Additionally, employees are able to use the Illinois Statewide Training Clearinghouse to take courses that would enhance their skills making them better candidates for promotions and/or their own self-development.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO Officer regularly sends out notices of job openings to various ethnic entities and attends job fairs.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

CMS uses a manner of random selection that ensures at least some representation of candidates from underutilized categories in the interview pool.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None were provided.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No.

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

S/He would send notices of open positions when they occur, and regularly interface with the entities to keep all informed of openings and other opportunities.

How many veterans were hired externally during the year?

1

How many were African American Veterans?

1

2016 State African American Employment Plan Survey

Agency: Children and Family Services

Director/Secretary: George H. Sheldon, Acting

Submitted: 12/18/2015 10:43:00 AM

Certification: I Agree

Individual Information: Tammy Grant, Deputy Director Office of Employee Services, 5415 N University, Peoria, IL 61614, 309-693-5418, Tammy.Grant@Illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

227	Officials and Managers
647	Professionals
14	Technicians
0	Protective Service Workers
45	Para-Professionals
101	Office and Clerical
0	Skilled Craft Workers
4	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

648	Officials and Managers
1,803	Professionals
37	Technicians
0	Protective Service Workers
105	Para-Professionals
289	Office and Clerical
2	Skilled Craft Workers
9	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

2,670

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

DCFS was able to meet underutilization goals for African Americans in all categories in FY15. Previously underutilized in the para-professional category in FY14, DCFS was able to meet underutilization goals in this category in FY15 by filling Office Specialist and Executive Secretary positions.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

The number of African Americans employed in each of the EEO categories increased or remained constant from FY14 to FY15.

How many Human Resources staff does your agency have?

30

How many of those Human Resources staff are minorities?

9

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Office of Employee Services, Division of Selection and Recruitment, has developed a detailed recruitment plan via PowerPoint presentation which is made available to all administrative and recruitment staff throughout the Department. DCFS continues to target recruitment job fairs and workshops focusing on the underutilization needs as identified by the DCFS Office of Affirmative Action. The Department continues to take a proactive approach in reaching out to the various communities by supporting the efforts of the Office of Affirmative Action and its units; African AAC, OAAS, API, Asian AAC, OLS, and LAC. DCFS continues to recruit qualified candidates for direct service positions, as well as, support service positions. The Office of Employee Services also conducts training with personnel liaisons several times a year, focusing on recruitment topics and efforts such as hiring and interviewing.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

224

Please list the position titles.

Public Service Administrator, Senior Public Service Administrator

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

156

How many Rutan panel interviews were conducted during FY 15?

135

In how many Rutan panel interviews did African American interviewers participate?

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Office of Employee Services, Division of Selection and Recruitment, has developed a detailed recruitment plan made available via PowerPoint presentation. The Division of Selection and Recruitment attends a variety of recruitment events throughout the year, including university job fairs, unemployment job fairs, and community and junior college events. These events allow recruitment staff to distribute literature and promote employment opportunities at DCFS. Recruitment staff can specifically explain the hiring process and discuss the required qualifications of the direct service positions (Child Welfare Specialist, Child Protection Specialist, etc.) and non-direct service positions (Office Associate, etc.) being sought. The Division of Selection and Recruitment works directly with the DCFS Office of Affirmative Action to target the specific needs of the Department as it relates to underutilization goals, including those of the African American community.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

256

Please list the position titles.

Child Welfare Administrative Case Reviewer, Information Services Specialist I, Information Systems Analyst I, Information Systems Analyst II, Public Service Administrator, Senior Public Service Administrator, Office Coordinator, Office Associate, Child Protection Specialist, Child Protection Advanced Specialist, Child Welfare Specialist, Child Welfare Advanced Specialist, Children & Family Services Intern, Social Service Program Planner III, Social Service Program Planner IV, Account Technician I, Technical Advisor II, Child Welfare Nurse Specialist, Administrative Assistant I, Administrative Assistant II, Day Care Licensing Representative II, Account Clerk II, Data Processing Specialist, Executive II, Building & Grounds Laborer, Reimbursement Officer I, Office Clerk, Office Specialist, Storekeeper I, Storekeeper III, Management Operations Analyst II, Child Welfare Senior Specialist, Office Administrator III, Office Administrator IV

How many of those were African American?

90

Please include job titles that were vacated by African Americans.

Senior Public Service Administrator, Office Coordinator, Child Protection Specialist, Child Protection Advanced Specialist, Child Welfare Specialist, Child Welfare Advanced Specialist, Children & Family Services Intern, Account Technician I, Technical Advisor II, Child Welfare Nurse Specialist, Administrative Assistant I, Office Associate, Building & Grounds Laborer, Reimbursement Officer I, Public Service Administrator, Social Service Program Planner IV, Executive II, Day Care Licensing Representative II, Storekeeper III, Office Administrator IV

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

201

How many of those were African American?

Please list position titles.

Senior Public Service Administrator, Technical Advisor II, Office Associate, Child Welfare Nurse Specialist, Child Welfare Specialist, Child Protection Specialist, Public Service Administrator, Children & Family Services Intern, Office Assistant, Information Services Specialist I, Day Care Licensing Representative II, Data Processing Specialist, Office Coordinator, Office Specialist, Account Technician I, Account Technician II, Human Resources Specialist, Building & Grounds Laborer, Reimbursement Officer I, Administrative Assistant I, Administrative Assistant II, Information Systems Analyst II, Executive Secretary I, Executive Secretary III, Public Administration Intern

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Throughout the year the Department announces internal and external opportunities for professional development training with Continuing Education Units. These opportunities further expand the knowledge and credentials for potential qualified candidates who desire promotions or internal movement. In addition, all employees have continued access to the Department's training curriculum programs.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

62

How many of those were African American?

31

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO Officer reviews all Hiring Monitor Forms to review the underutilization needs, making sure minority candidates are considered for positions. The EEO Officer has reinstated the DCFS Diversity, Recruitment and Employment Committee to address underutilization hiring. The participants on this committee include key DCFS division administrators.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

DCFS invites candidates to participate in the open competitive interview process via a random selection of candidates. Factors that may influence random selection include the underutilization needs of the position being filled, and the desired educational requirements for the position.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

The AAEP Advisory Council recommended the following: 1. Uniformity in random selection of qualified candidates that insures minority candidates are not disproportionately excluded from

invitations to interview. 2. CMS should improve timeliness of grading process. 3. Greater participation of African Americans on interview panels. 4. The Human Service plan needs to be specific on targeted group recruitment. 5. The committee should not wait until meetings to be aware of opportunities in government.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Rochelle Crump

Title: Public Service Administrator

Is this person an Executive senior staff member?: No

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The African American Services Liaison is a liaison to the Department's African American Advisory Council and a member of the Transformation team. Focus is placed on the Department's policies, procedures, and rules, with inclusive examining of the Department's hiring and selection processes. In addition, the Liaison is a presence at various community organizations inclusive of the veteran community and agencies, where she shares information on employment vacancies and opportunities.

How many veterans were hired externally during the year?

22

How many were African American Veterans?

5

2016 State African American Employment Plan Survey

Agency: Civil Service Commission

Director/Secretary: Daniel Stralka

Submitted: 12/8/2015 2:27:00 PM

Certification: I Agree

Individual Information: Andrew Barris, Assistant Executive Director, 607 East Adams, Suite 801, Springfield, IL 62701, 217 782 7373, andrew.barris@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 2 Officials and Managers
 - 1 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 1 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

3

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

No position titles were filled

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

n/a

How many Human Resources staff does your agency have?

0

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

No positions were filled

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

n/a

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

No positions were filled

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

0

Please list the position titles.

n/a

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

n/a

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

Please list position titles.

n/a

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

No positions were filled.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

No positions were filled

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

No positions were filled

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

n/a

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: n/a

Title: n/a

Is this person an Executive senior staff member?: n/a

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

n/a

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Commerce and Economic Opportunity

Director/Secretary: Director James M. Schultz

Submitted: 12/17/2015 3:51:00 PM

Certification: I Agree

Individual Information: Victoria D. Benn, Agency-wide EO Compliance/Education & Training Manager, 500 East Monroe Street, R-8, Springfield, IL. 62701, 217-524-2997, Victoria.Benn@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

11	Officials and Managers
27	Professionals
0	Technicians
0	Protective Service Workers
2	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

185	Officials and Managers
203	Professionals
2	Technicians
0	Protective Service Workers
12	Para-Professionals
4	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

323

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers

0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

FY15 African-American employee summary: 11 - Officials/Administrators* 27 - Professionals** 2 - Para Professionals 1 - Office/Clerical 0 - Skilled Craft Worker 0 - Service-Maintenance * One (1) highly qualified African-American Woman Public Service Administrator, Opt. 1 within the Office of Business Development was hired in the Officials/Administrators EEO job category - Region 7/084/Sangamon County **One (1) highly qualified African-American Male Industrial & Community Development Representative I within the Director's Office/Grants Management was hired in the Professional EEO job category - Region 7/084/Sangamon County **One (1) highly qualified African-American Woman Manpower Planner III within the Office of Employment & Training was hired in the Professional EEO job category - Region 4/072/Peoria County **One (1) highly qualified African-American Woman Accountant Advanced within the Office of Employment & Training was hired in the Professional EEO job category - Region 1/016/Cook County

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

FY14 African-American employee summary:	FY15 African-American employee summary:
Official/Managers	19 -
Professionals	11 - Officials/Administrators 26 -
Professionals	27 - Professionals 2 - Para
Office/Clerical	2 - Para Professionals 1 -
Worker	1 - Office/Clerical 0 - Skilled Craft
Maintenance	0 - Skilled Craft Worker 0 - Service-
Americans	0 - Service-Maintenance Officials/Administrators - African-

During FY15 one (1) highly qualified African-American Woman was hired as a Public Service Administrator, Opt. 1, Office of Business Development - Region 7/084/Sangamon County During this period no promotions occurred for highly qualified African-Americans within this EEO job category During FY15 nine (9) African-American Officials/Administrators chose to voluntarily retire or separate by other means from state service: One (1) highly qualified African-American Male, Senior Policy Advisor to the Director and Acting Deputy Director, DCEO Office of Equal Opportunity Monitoring & Compliance - Region 1/016/Cook County One (1) highly qualified African-American Woman Deputy Director, Office of Women's Business Development - Region 1/016/Cook County One (1) highly qualified African-American Woman, Assistant General Counsel /Director's Office/Legal - Region 1/016/Cook County One (1) highly qualified African-American Woman, Deputy Director, Office of Urban Assistance - Region 1/016/Cook County One (1) highly qualified African-American Woman, Deputy Director, Office of Community Development - Region 1/016/Cook County One (1) highly qualified African-American Male, Deputy Director, Office of Energy Assistance - Region 1/016/Cook County One (1) highly qualified African-American Male, Deputy Director, Office of Regional Economic Development - Region 1/016/Cook County One (1) highly qualified African-American Male, Deputy Director, Office of Energy & Recycling - Region 1/016/Cook County One (1) highly qualified African-American Male, Assistant Deputy Director, Office of Community Development - Region 7/084/Cook County During FY16 one (1) highly qualified African-American Male was hired into the Officials/Administrators EEO job category as the Senior Advisor to the Director, Minority Business Development - Region 1/016/Cook County Professionals - African-Americans During FY15 three (3) African-Americans were hired into the Professional EEO job category: One (1) highly qualified African-American Male Industrial & Community Development Representative I, Director's Office/Grants Management - Region 7/084/Sangamon

County One (1) highly qualified African-American Woman Manpower Planner III, Office of Employment & Training - Region 4/072/Peoria County One (1) highly qualified African-American Woman Accountant Advanced, Office of Employment & Training - Region 1/016/Cook County And during FY15 one (1) highly qualified African-American Woman was promoted to the Professional EEO job category as an Administrative Assistant I, Office of the General Counsel - Region 1/016/Cook County During FY15 one (1) African-American Professional chose to voluntarily retire or separate by other means from state: One (1) highly qualified African-American Male Accountant Advanced, Office of Employment & Training - Region 1/016/Cook County

How many Human Resources staff does your agency have?

7

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

When the Department's Office of Human Resources staff notifies the Office of Equal Opportunity Monitoring & Compliance (EOMC) that vacancies have occurred in underutilized or utilized areas, EOMC immediately sends out a written notice to the Deputy Director of Human Resources and/or their staff as well as the respective hiring authority reminding them of their EO/AA and Executive Order #15 (1999) obligations to adhere to such laws; Staff within the Office of Human Resources as well as the Department's Agency-wide EO Compliance/Education and Training Manager attend monthly agency personnel managers' meetings and training sessions sponsored by CMS and IDHR to become aware of any/all legislative mandates affecting the recruitment, employment and promotion of highly qualified African-Americans; The Department's Agency-wide EO Compliance Manager provides periodic updates to the Director or his designee as well as to the Deputy Director of Human Resources regarding the Department's responsibility to attract, hire or promote highly qualified African-Americans to the workforce. On a regular basis EOMC identifies hiring authorities who are/are not up-to-date with their certification as Rutan interviewers. During FY15, the Department notified those staff members who are involved in the Rutan hiring process to participate in the on-line Rutan Refresher course. And for newly hired managers/supervisors with subordinates to register for the 2-day "Interview & Selection" training session at CMS as soon as possible. This information is monitored by the Department's Office of EOMC.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

11

Please list the position titles.

3- SPSA, Opt. 1 (3 - Men) 8- PSA, Opt.1 (5 - Women; 3 - Men)

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

4

How many Rutan panel interviews were conducted during FY 15?

In how many Rutan panel interviews did African American interviewers participate?

1

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Director or his Executive Staff place great emphasis on hiring/promoting highly qualified African-American applicants and employees within management and professional level positions within the Department. The Department's Office of Equal Opportunity Monitoring & Compliance (EOMC) and the Department's Agency-wide EO Compliance and Education/Training Manager maintain excellent business relations with internal and external recruitment sources such as: Local churches; various Local and State Officials of African-American descent who have offices throughout the State of Illinois; Minority and Women Owned Businesses within Illinois; the Division Manager of the CMS Bureau of Personnel/Division of Statewide Services; Representatives from the CMS Chicago Diversity Enrichment Program; A Representative from the Chicago Urban League Workforce Development and Diversity Center; A Representative from the University of Illinois at Chicago Career Placement Division; Statewide EEO Managers; the Manager of the CMS Veterans Outreach Program; The Illinois Association of Minorities in Government (IAMG); President of the Illinois Association of Hispanic State Employees (IAHSE) [whereby some of the members voluntarily disclose their bi-racial or multi-racial African-American ancestry]; Liaisons from the Illinois Dept. of Human Rights in Springfield and Chicago; Central and Southern Illinois Higher Educational Institutions; the Springfield Urban League; the Illinois and Springfield NAACP; the Springfield Black Chamber of Commerce; the Illinois Committee on Black Concerns in Higher Education; the Southern Illinois University/Office of Human Resources and the statewide Illinois Worknet Centers to apprise these employment sources of current vacancies within our Department as well as attempt to identify highly qualified applicants during scheduled outreach efforts at future employment/career fairs which may be provided at locations that are predominately located in African-American communities. The Department maintains a close relationship with the following community outreach partners, just to name a few: Terrence Hill, Liaison for Black/African-American Affairs, Office of the Honorable Governor Bruce Rauner The Honorable State Representative La Shawn K. Ford of the 8th Legislative District Loretta Kidd, Chairman of the Executive Board, Illinois Association of Minorities in Government (IAMG) Jose' M. Prado, President, Illinois Association of Hispanic State Employees (IAHSE); Gerald A. Smith, Director of Minority Affairs, UIC College of Engineering Susan Allen, Compliance Liaison, Illinois Department of Human Rights Barb McDonald, Counselor, CMS Chicago Diversity Enrichment Program Oscar L. Williams, President, Blacks in Government (Region V) Juan Huerta, Director, Office of Community Relations - City of Springfield, Illinois Mac McKelvey, Manager, CMS Veteran's Outreach Program Tina Crawley, Chicago Urban League Workforce Development and Diversity Center State Agency EEO Managers - statewide Teresa Haley, President, Illinois Chapter of the National Association for the Advancement of Colored People (NAACP) Nina Harris, President/CEO, Springfield Urban League Debra McCoy, Manager, City of Carbondale/Office of Human Resources Pamela Cooper, Acting Director, Career Center of ISU Linda Moore, Director, EIU Career Services Jaime Velasquez, Assistant Director, UIC Office of Career Services Tammy Craig, Director UIS Career Development Center Jaci DeBrun, Manager, CMS/ SD Program Career Placement/Office of Diversity at the University of Illinois at Chicago and Springfield; Robert Morris University; Benedictine University; Springfield College in Illinois; Lincoln Land Community College; Southern Illinois University/Carbondale Illinois Worknet facilities that are identified by the Department's Office of Employment & Training

and located in predominately African-American communities. The Department participates at statewide employment/career fairs and workshops sponsored by universities, community colleges, trade associations and during annual conferences affiliated with statewide professional minority organizations as well as employment events scheduled by members of the Illinois General Assembly when our manpower and budget permit. The Department was represented at the following Career/Job Fairs/Workshops, statewide conferences and special events/meetings:

- o On 09-26-14, the Department was honored to participate at the 27th Annual Illinois Association Hispanic State Employee's (IAHSE) Training Conference & Job Fair held at the Midwest Conference Center in Northlake, IL
- o On 12-15-14, the Department prepared and completed the On-line State African-American Employment Plan Survey pursuant to Public Act 096-1341.
- o On 02-08-15, as an active member in "good standing" with the Springfield Branch of the NAACP, the Department's Agency-wide EO Compliance Manager attended the 94th Lincoln-Douglas Banquet & Scholarship Awards Ceremony held at the Crowne Plaza Hotel in Springfield, IL.
- o On 04-23-15, the Department contacted, via written correspondence, local and statewide community-based minority organizations. This action was carried out in an effort to (1) increase the Department's outreach efforts in underutilized areas and to (2) identify, attract and recruit highly qualified minorities who are interested in state service. Applicants would find out about our specialized position titles located in the Professional EEO job category as well as become familiar with the Department's mission, programs and services and requisite skills needed to obtain CMS grades of "A" for such specialized position titles. Information regarding vacancies would also be provided, if available.
- o On 05-19-15, the Department attended and networked with community leaders during the Annual Inter-Agency Committee on Employee with Disabilities (ICED) Awards Ceremony, sponsored by IDHR and held at the Illinois Department of Historic Preservation. The Department tracks the response rate of applicants who complete a CMS employment/promotional application, submits a resume to the Department and obtains a CMS grade of "A" for various position titles which the Department utilizes. The Department maintains recruitment files compiled with lists of highly qualified individuals, including African-American applicants and employees, interested in working for or advancing within the Department. As positions become available, they are referred to the Office of Human Resources. Supervisors who are directly involved in the selection process are requested to contact the Department's Agency-wide EO Compliance/Education and Training Manager, prior to the interview, to identify any outstanding underutilized areas when considering the hire or promotion of highly qualified African-American applicants for state service. The Office of Human Resources as well as the Office of Equal Opportunity Monitoring & Compliance assists applicants by mail, telephone, in person, the Internet and e-mail in order to better understand the CMS employment process and to help them access, complete and submit an employment or promotional application. The Department's Agency-wide EO Compliance/Education and Training Manager also identifies and refers highly qualified internal African-American employees to management staff for consideration when promotional opportunities arise. As a result the Department hired:

During FY15 one (1) highly qualified African-American Woman was hired as a Public Service Administrator, Opt. 1, Office of Business Development - Region 7/084/Sangamon County

During FY15 three (3) highly qualified African-Americans were hired into the Professional EEO job category:

- One (1) highly qualified African-American Male Industrial & Community Development Representative I, Director's Office/Grants Management - Region 7/084/Sangamon County
- One (1) highly qualified African-American Woman Manpower Planner III, Office of Employment & Training - Region 4/072/Peoria County
- One (1) highly qualified African-American Woman Accountant Advanced, Office of Employment & Training - Region 1/016/Cook County

During FY15 one (1) highly qualified African-American Woman was promoted within the Professional EEO job category to an Administrative Assistant I, Office of the General Counsel - Region 1/016/Cook County

During FY16 one (1) highly qualified African-American Male was hired into the Officials/Administrators EEO job category as the Senior Advisor to the Director, Minority Business Development - Region 1/016/Cook County

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

90

Please list the position titles.

3 - Accountant Advanced 1- Administrative Assistant 1 2- Administrative Assistant 2 1- Chief Internal Auditor 1- Economic Development Representative II 1- Executive II 2- Foreign Service Economic Development Executive II 2- Human Services Grants Coordinator II 1- Human Services Grants Coordinator III 4- Industrial & Community Development Representative I 1- Industrial & Community Development Representative II 1- Manpower Planner III 2 - Office Coordinator II 1- Private Secretary 2 12- PSA, Opt. 1 2- PSA, Opt. 2 48 - SPSA, Opt. 1 1- SPSA, Opt. 2 1- SPSA, Opt. 4 1- SPSA, Opt. 8L 1- Storekeeper 1 1- Weatherization Specialist II

How many of those were African American?

10

Please include job titles that were vacated by African Americans.

1- Accountant Advanced 9- SPSA, Opt. 1

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

42

How many of those were African American?

4

Please list position titles.

One (1) highly qualified African-American Woman Public Service Administrator, Opt. 1 from the Office of Business Development was hired in the Officials/Administrators EEO job category - Region 7/084/Sangamon County One (1) highly qualified African-American Male Industrial & Community Development Representative I, Director's Office/Grants Management - Region 7/084/Sangamon County One (1) highly qualified African-American Woman Manpower Planner III, Office of Employment & Training - Region 4/072/Peoria County One (1) highly qualified African-American Woman Accountant Advanced, Office of Employment & Training - Region 1/016/Cook County And during FY15 one (1) highly qualified African-American Woman was promoted to the Professional EEO job category as an Administrative Assistant I, Office of the General Counsel - Region 1/016/Cook County

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Department not only emphasizes recruitment and hiring, but also places great importance on training, education, and promotional needs for African-American employees so they have an opportunity to take advantage of career advancement opportunities within the Department. The Department offers the Upward Mobility Program; Free Professional Development Training/Education Programs; and a variety of Computer Training Programs to all eligible employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Please see response to Question #17.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

FY15 N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

At this time no recommendations were provided to the Department by the AAEP Advisory Council or the Auditor General regarding recruitment of highly qualified African-Americans. However, DHR and CMS have worked together to implement and schedule a number of informative employment workshops throughout State of Illinois which continues to help increase the opportunity for African-American applicants to better understand the state hiring process, meet recruiters and obtain state jobs. As a forethought the Department would like to recommend the following ideas: Both the AAEP, DHR and CMS should work together to develop an electronic on-line training session for the benefit of hiring authorities and HR personnel focusing on the history and importance of "EEO Compliance Law (under the Human Rights Act and Title VI and VII of the Civil Rights Acts). Both laws are positive mandates to promote the goal of an Inclusive Workforce; Also "Diversity" training should be mandatory within all state agencies, especially for hiring authorities and HR personnel, of which the current majority of staff are composed of non-minority's. Now that Rutan training is made available in both Chicago and Springfield areas, the Department's Office of EOMC hopes the State of Illinois will consider increasing the number of highly qualified minorities as Human Resource Managers.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Yes. Victoria D. Benn

Title: Agency-wide Equal Opportunity Compliance/Education & Training/Recruitment Manager

Is this person an Executive senior staff member?: Not at this time.

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The ultimate responsibility for achieving equal employment opportunity within the department is through its Affirmative Action Plan and otherwise rests with the Director of the department both under the law and the principles of sound public administration. However, the Director has designated the Department's Agency-wide Equal Opportunity Compliance Manager to carry out such mandated work. The Department's Agency-wide EO Compliance Manager has the following

oversight responsibilities: 1. To develop the agency's affirmative action plan, goals and objectives; 2. To assist in identifying and solving EO problems; 3. To design and implement internal audits and reporting systems for measuring the effectiveness of agency programs indicating need for remedial action, and determining the degree to which the agency's goals and objectives have been attained; 4. To serve as liaison between the agency and EO enforcement authorities; 5. To serve as liaison between the agency minorities, women and disability organizations; 6. To inform management, employees and grantees of new developments in the EO field; 7. To assist in the evaluation of employees and job applicants so that minorities, women and disabled persons are given equal employment opportunity; 8. To regularly confer with managers, supervisors and employees to assure that the agency's EO policies are observed; 9. To advise managers and supervisors if employment practices comply with the Human Rights Act; 10. To report to the Department all internal and external complaints of discrimination against the agency; 11. To advise in the investigation of internal and external complaints of discrimination as specified in Section 2520.790 (a & b) of these regulations; 12. At the request of the agency's Director or his designee, to direct agency staff in taking appropriate action to correct discriminatory practices identified by the Department and report to the Director or his designee on the progress of actions taken; 13. In conjunction with the filing of quarterly reports, to submit recommendations to the Director or his designee and the Department for improvements to the agency's Affirmative Action Plan; 14. If the agency is in noncompliance, as described in Section 2520.795 (c) (2), the agency shall work with Central Management Services to develop training programs for the preparation and promotion of the affirmative action group affected by the failure; 15. Reporting on and/or analyzing workforce analysis reports [2520.770 (a)], position vacancies [2520.770 (b)], quarterly reports [2520.770 (c)], federal compliance reports [2520.770 (d)], orders and settlements [2520.770 (e)], layoff reports [2520.770 (f)], reorganization reports [2520.770 (g)], hiring and promotion compliance monitors [2520.770 (h)], and exit questionnaires [2520.770 (i)]; 16. Evaluating tests, employment policies and practices and reporting to the Director or his designee regarding any such policies, practices and evaluation mechanisms that have adverse impact on minorities, women and the disabled. The Agency-wide EO Compliance Manager will also assist in the recruitment of minorities, women and people with disabilities; and 17. Provide counseling for any aggrieved employee or applicant for employment who believes that he or she has been discriminated against because of including but not limited to race, color, religion, sex, sexual orientation, national origin/ancestry, age, marital status, arrest record, military status, including veteran status, unfavorable discharge from military service, citizenship status and disability. 18. This Departmental policy extends to all activities and programs which are conducted statewide by other agencies, institutions, organizations or political subdivisions where service and/or financial assistance are made available by the Department through contracts or other arrangements using Federal or state funds. 19. Review annual affirmative action plans, monitoring reports, and service patterns of the Department's grantees for compliance with state and Federal EO/AA rules and regulations. Provide corrective action measures when necessary. 20. Immediately notify the Director or his designee when unable to resolve employment practices or conditions which have or tend to have disparate impact on minorities, women or the disabled. 21. The designated Agency-Wide Equal Opportunity Compliance Manager has full responsibility and authority to direct and implement the Department's Equal Opportunity/Affirmative Action Program. The Agency-wide EO Compliance Manager will monitor the application of all mandates from Federal and state enforcement entities to businesses receiving funds from the agency.

How many veterans were hired externally during the year?

7

How many were African American Veterans?

2016 State African American Employment Plan Survey

Agency: Corrections

Director/Secretary: John R. Baldwin

Submitted: 12/18/2015 5:01:00 PM

Certification: I Agree

Individual Information: Fernando Chavarria, Chief, EEO/AA, 100 W. Randolph St. Ste. 4-200
Chicago IL 60601, (312) 814-3790, Fernando.Chavarria@doc.illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

64	Officials and Managers
273	Professionals
42	Technicians
910	Protective Service Workers
16	Para-Professionals
26	Office and Clerical
9	Skilled Craft Workers
65	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

344	Officials and Managers
1,371	Professionals
313	Technicians
7,727	Protective Service Workers
202	Para-Professionals
269	Office and Clerical
308	Skilled Craft Workers
688	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

11,222

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
4	Professionals
4	Technicians
27	Protective Service Workers
4	Para-Professionals
3	Office and Clerical
1	Skilled Craft Workers
9	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

Our agency conducts a statistical analysis each quarter to monitor underutilization. Also both Hiring and Promotion monitors are reviewed to monitor if underutilization is being addressed in each Region. Based on the underutilization numbers, the focus was made during the hiring of correctional officer trainees to target African-American candidates.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes, underutilization of African Americans has been reduced from the prior fiscal year in EEO Job Categories of Protective Services and Para-Professionals.

How many Human Resources staff does your agency have?

76

How many of those Human Resources staff are minorities?

9

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO Officer reviews recommendations for hires, promotions or transfers completed on a Hiring and Promotion monitor prior to any commitment being made to fill the position. Recruiters participate in job fairs and recruitment activities that target African American that are sponsored by Educational Institutions , Faith-based/ and Community based organizations and elected officials. Recruiters are also trained to focus on underutilization in targeted areas.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

71

Please list the position titles.

Assistant Warden, ATC Warden, ATC Supervisor, ATC Assistant Supervisor, Community Outreach Administrator, Assistant Director, Deputy Chief, Information Officer, Legal Advisor, Legal Counsel, Warden, Parole Commander, Recruitment Coordinator.

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

73

How many Rutan panel interviews were conducted during FY 15?

212

In how many Rutan panel interviews did African American interviewers participate?

17

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The EEO Officer reviews recommendations for hires, promotions or transfers completed on a Hiring and Promotion Monitor prior to any commitments are made to fill the position. Recruiters participate in Job Fairs, and recruitment activities that target African Americans. Recruiters are also trained to focus on underutilization in targeted areas. Correctional Counselor; Correctional Officer; Correctional Officer Trainee; Corrections Residence Counselor; Corrections Senior Parole Agent; Executive Secretary; SPSA;

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

1,309

Please list the position titles.

SPSA/PSA; Correctional Locksmith; Educator, Accountant; Corr. maintenance Craftsman; Executive 1; Account Tech; Corr. Medical Tech.; Exec. Secretary; Administrative Assistant; Corr. Nurse; HR Representative; Chaplain; Correctional Officer; Correctional Officer Trainee; Librarian; Corr. counselor I& II; Corr. Parole Agent; Office Assistant; Corr. Food Service; Corr. Supply Supv.; Corr. Sargent; Office Associate; Corr. Industry Lead Worker; Office Coordinator; Corr. Lt.; Corr. Vocational Instructor; Shift Supervisor.

How many of those were African American?

159

Please include job titles that were vacated by African Americans.

SPSA/PSA; Correctional Locksmith; Educator, Accountant; Corr. maintenance Craftsman; Executive 1; Account Tech; Corr. Medical Tech.; Exec. Secretary; Administrative Assistant; Corr. Nurse; HR Representative; Chaplain; Correctional Officer; Correctional Officer Trainee; Librarian; Corr. counselor I& II; Corr. Parole Agent; Office Assistant; Corr. Food Service; Corr. Supply Supv.; Corr. Sargent; Office Associate; Corr. Industry Lead Worker; Office Coordinator; Corr. Lt.; Corr. Vocational Instructor; Shift Supervisor.

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

2,391

How many of those were African American?

248

Please list position titles.

SPSA/PSA; Correctional Counselor; Correctional Officer Trainee; Corrections Parole Agent; Barber; Internal Security Investigator; Child Development Counselor; Office Associate.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Upward Mobility Program is available and encouraged within the agency for employee's career advancement. it should also be noted that staff opportunities for promotion exist within

negotiated contractual language such as Filling of Vacancies.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

1,941

How many of those were African American?

330

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

5

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO Officer reviews recommendations for hires and promotions or transfers that are completed on Hiring and Promotion Monitors prior to any Commitments being made to fill the position.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Start at beginning of the list, depending on the number of candidates on a particular list, we choose a pattern of every one, every other, every third, ect.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

The Recruitment Coordinator will continue to reach out to African American population and encourage testing and applying for open positions.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Forrest Ashby / Tamara Brown

Title: Recruitment Coordinator/ Affirmative Action Officer

Is this person an Executive senior staff member?: No / No

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

hey conduct recruitment workshops with the Local Workforce Investment Act Boards (LWIA), IDES, CMS and Faith based Organizations targeting African American candidates statewide.

How many veterans were hired externally during the year?

313

How many were African American Veterans?

12

2016 State African American Employment Plan Survey

Agency: Criminal Justice Information Authority

Director/Secretary: John Maki

Submitted: 12/21/2015 1:13:00 PM

Certification: I Agree

Individual Information: Luz Agosto, Associate Director/Office of Human Resources, 300 West Adams, Suite 200, Chicago, IL 60606, 312-793-0473,
Luz.Agosto@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

4	Officials and Managers
11	Professionals
1	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

20	Officials and Managers
40	Professionals
1	Technicians
0	Protective Service Workers
2	Para-Professionals
2	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

65

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers

0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

NA

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes. An African American Male was hired this FY in the Off/Mgr category.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

2

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

All management staff responsible for hiring, interviewing and recruitment have been Rutan Certified in 2015.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

3

Please list the position titles.

Associate Director, Federal and State Grants Unit (SPSA) Associate Director, Office of Administrative Services (SPSA) Acting Director, Information Technology Unit (SPSA)

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

1

In how many Rutan panel interviews did African American interviewers participate?

1

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

All management staff responsible for hiring, interviewing and recruitment have been Rutan Certified in 2015. There is (1) vacant position title, Office Associate. It has not been filled. There was (1) vacant position title, SPSA, It has been filled by an African American Male.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

7

Please list the position titles.

SPSA, Associate Director, Federal and State Grants Unit SPSA, Associate Director, Office of Administrative Services SPSA, Associate Director, Research and Analysis Unit SPSA, Chief Financial Officer Non Code Position Criminal Justice Specialist One, Option One Criminal Justice Specialist One, Option Two

How many of those were African American?

2

Please include job titles that were vacated by African Americans.

SPSA, Associate Director, Office of Administrative Services Criminal Justice Specialist One, Option One

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

3

How many of those were African American?

1

Please list position titles.

SPSA, Associate Director, Federal and State Grants Unit

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

NA

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Agency complies with all CMS Personnel policy regarding the open competitive hiring process.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The Agency complies with all CMS Personnel policy regarding the open competitive hiring process.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

NA

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: NA

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

NA

How many veterans were hired externally during the year?

1

How many were African American Veterans?

1

2016 State African American Employment Plan Survey

Agency: Deaf and Hard of Hearing Commission Director/Secretary: John Miller

Submitted: 12/21/2015 12:53:00 PM Certification: I Agree

Individual Information: Tonia R. Bogener, Legal Counsel, 528 S. Fifth Street, Suite 209, Springfield, IL 62701, 217-557-4493, tonia.bogener@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 4 Officials and Managers
 - 2 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 1 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

7

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Illinois Deaf and Hard of Hearing Commission's primary objective is to ensure all Illinois residents with a hearing loss will enjoy the benefits of a fully accessible society enabling each person to participate in and contribute to all aspects of life. Given the population this agency serves, the requirement of ASL is a necessity. Unfortunately, this requirement substantially limits the number of qualified applicants available when filling vacancies. Nonetheless, the agency is committed to hiring a diversified workforce. When vacancies exist, IDHHC uses all forums available to recruit new employees including deaf events such as Deaf Latino Day, Deaf Nation and ADA Celebrations. In addition to CMS, all vacancies are posted to general disability and deaf and hard of hearing organizations throughout the state and nationwide, and specifically to Chicago Land Black Deaf Advocates.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

None. Due to IDHHC limited headcount, there were no job transactions in Fiscal Year 2015.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

None. Due to agency's limited headcount, no special internal employment programs are formed. The appropriate staff has been advised of the requirements of the African American Employment Plan. To ensure compliance, the agency interviews all applicants on the CMS eligible list. IDHHC posts all vacancies to a variety of disability and deaf organizations including the Chicago Land Black Deaf Advocates.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Due to the limited headcount and necessity of communication in American Sign Language, IDHHC is limited in its recruitment. In Fiscal Year 2015, no positions were filled.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

0

Please list the position titles.

N/A

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

Please list position titles.

N/A

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

None. Due to agency's limited headcount, no special internal employment programs are formed. However, all employees have direct access to the Personnel Manager, EEO Officer and Director to express any concerns. Additional, the Personnel Manager posts all job vacancies to a variety of disability and deaf organizations including the Chicago Land Black Deaf Advocates.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

In addition to posting on the CMS system, all job vacancies are posted to various deaf and disability organizations. Included among these is posting is the Chicago Land Black Deaf Advocates. When vacancies exist, IDHHC uses all forums available to recruit new employees including deaf events such as Deaf Nation and ADA Celebrations.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Developmental Disabilities Council

Director/Secretary: Sheila T Romano

Submitted: 12/31/2015 4:38:00 PM

Certification: I Agree

Individual Information: Janinna Hendricks, Fiscal and Operations Director, 830 South Spring St.,
Springfield, IL 62704, 217-782-9696, Janinna.Hendricks@Illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 0 Officials and Managers
 - 2 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 1 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 5 Officials and Managers
 - 2 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 2 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

9

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Council is committed to hiring individuals from diverse backgrounds, including people with disabilities. The Illinois Council on Developmental Disabilities (Council) made no hires during FY2015.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Council's Personnel Officer is responsible for ensuring that the Council is complying with the African-American Employment Plan. No training was provided during FY 2015.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

Not applicable

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Council has not undertaken any strategies specifically related to African-American employment during the year. The Council is committed to hiring individuals from diverse backgrounds, including people with disabilities.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

0

Please list the position titles.

Not applicable

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

Not applicable

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

Please list position titles.

Not applicable

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

All agency employees are encouraged to participate in personal development trainings and activities. The agency organizes agencywide training for all employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Council has no underutilization in any minority categories.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Not applicable

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

Not applicable

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: Not applicable

Is this person an Executive senior staff member?: Not applicable

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Not applicable

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Emergency Management Agency

Director/Secretary: James K. Joseph

Submitted: 12/17/2015 1:44:00 PM

Certification: I Agree

Individual Information: Kevin Moore, Labor Relations Administrator, 1035 Outer Park Dr.,
Springfield 62704, 2177823184, kevin.moore@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

2 Officials and Managers
8 Professionals
1 Technicians
0 Protective Service Workers
1 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

37 Officials and Managers
123 Professionals
20 Technicians
0 Protective Service Workers
10 Para-Professionals
11 Office and Clerical
1 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

202

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an increase of 1 in the Professional category. This was a result of the hiring of an African American Accountant Advanced.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The IEMA EEO/AA officer oversees all related activity. There is no recruitment staff.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

Public Service Administrator

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

10

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by African Americans.

The agency attempts to reach out to groups such as IAMG when vacancies are posted. IEMA also tries to participate in job fairs at State universities. 1 position in FY 15 was filled by an African American candidate.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

Please list the position titles.

Disaster Service Planner, Emergency Response Telecommunicator, Public Service Administrator, Nuclear Safety Health Physicist I, Nuclear Safety Engineer II, Nuclear Safety Information Systems Specialist II, Administrative Assistant I, Nuclear Safety Scientist, Nuclear Safety Policy Analyst III, Nuclear Safety Administrative Officer, Nuclear Safety Information Systems Specialist I, Nuclear Safety Radiochemistry Lab Analyst II

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

19

How many of those were African American?

1

Please list position titles.

Accountant Advanced

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The agency participates in the upward mobility program. The agency also encourages employees to participate in seminars, workshops, professional and society organizational meetings and other professional development activities.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

IEMA has had very few opportunities to hire using the open competitive hiring process.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

4

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Employment Security

Director/Secretary: Jeffrey D. Mays

Submitted: 12/18/2015 4:00:00 PM

Certification: I Agree

Individual Information: Stanislav Volkhovsky, Executive I , 33 S. State, 10th Floor, Chicago, IL 60603, 312-793-9290, Stanislav.Volkhovsky@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

56	Officials and Managers
273	Professionals
5	Technicians
0	Protective Service Workers
11	Para-Professionals
12	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

215	Officials and Managers
990	Professionals
11	Technicians
0	Protective Service Workers
37	Para-Professionals
16	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,271

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

During FY 2015 maintained zero underutilization despite regular loss of people through attrition, retirements & resignations.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Compared to the previous FY2014, number of African American Officials/Administrators decreased from 60 in 2014 to 56 in FY2015. In Professional category – decreased from 274 to 273. Technicians – decreased from 8 to 5. Number of African American Paraprofessionals, Office/Clerical & Service/Maintenance employees stayed the same in FY 2014 & 2015 at 11, 12 and 2 respectively. There was a comparable decrease in overall workforce due to retirements, resignations & voluntary reductions.

How many Human Resources staff does your agency have?

14

How many of those Human Resources staff are minorities?

11

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

EO Officer meets with Human Resources & provides them with annual Affirmative Action Plan, including information on underutilization when filling positions. The Department's EEO office participates in various training sessions given by the federal government, as well as IDHR, including training on diversity in the workplace.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

56

Please list the position titles.

Public Service Administrators (including options) – MC & union; Senior Public Service Administrators (including options)

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

31

How many Rutan panel interviews were conducted during FY 15?

205

In how many Rutan panel interviews did African American interviewers participate?

15

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

As any other agency under the jurisdiction of the Governor IDES posts jobs on work.illinois.gov which automatically links to the Illinois Job Link and we thereby reach a wide range of demographics. Vacancies were also posted on IDES website.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

149

Please list the position titles.

Some of the titles include: Senior Public Service Administrators (including options); Public Service Administrators (including options) - MC & union; ES Field Office Supv. (full-time & intermittent); ES Program Reps (full-time & intermittent); ES Service Reps (full-time & intermittent); Hearings Referees (full-time & intermittent); UI Revenue Analysts (full-time & intermittent); ES Specialists; UI Adjudicators; Administrative Assistants; Veteran Employment Reps; Accountant Advanced; ES Tax Auditor; Research Economists; Executive I; UI Special Agents; Information System Analysts; Information Service Specialists; Private Secretary; Data Processing Specialists; Check Issuance Machine Operator; Graphic Arts Technician; Office Associates.

How many of those were African American?

35

Please include job titles that were vacated by African Americans.

Some of the titles include: Public Service Administrators (including options) - MC & union; ES Field Office Supv. (full-time & intermittent); ES Program Reps (full-time & intermittent); ES Service Reps (full-time & intermittent); UI Adjudicators; ES Specialists; UI Special Agent; Information System Analysts; ES Tax Auditor; Executive I; Research Economists; Check Issuance Machine Operator; Data Processing Specialists; Check Issuance Machine Operator; Graphic Arts Technician.

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

138

How many of those were African American?

32

Please list position titles.

Some of the titles include: Senior Public Service Administrator, Public Service Administrator - MC; ES Program Reps (full-time & intermittent); ES Service Reps; UI Revenue Analysts; ES Specialists; Information System Analysts; Information Service Specialists; ES Tax Auditor; Statistical Research Specialist; Accountant Advanced; Check Issuance Machine Operator; Check Issuance Machine Operator; Office Associate.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

IDES supports & promotes training conducted by the agency trainers; encourages staff training at DHR and other state & federal agencies; informs employees of the availability of Upward Mobility & tuition reimbursement. A manual on job bidding is posted on internal website. Human Resources staff are available to answer questions. Other Paid Leave granted to employees to attend ILL Assoc. of Minorities in Govt. meetings. IDES must adhere to the Personnel Code, Rutan and union contract when filling vacancies.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

14

How many of those were African American?

5

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

3

If your agency employed student workers/interns in FY 15, how many were African American?

1

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

To ensure compliance with the law, EEO office provides underutilization information to Human Resources (HR) and the hiring units. EEO issues and reviews all hiring & promotion monitors. HR staff & EEO staff meet periodically to ensure compliance w/CMS rules. EO officer will review selection of candidates before an appointment has been made. IDES incorporated the process within its policy & procedures (P&P1203) to ensure the underutilization of minorities is considered. Once hiring process is in motion, Rutan process must be followed.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Agency's random selection process for an Open Competitive List usually consists of selecting every other candidate, or every third candidate.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations were given. However, the agency is mindful of its workforce figures, the current underutilization and 2010 census information to ensure and preserve diversity of our workforce.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: EEO office ensures community relations with all minority groups, so that IDES has a diverse workforce, representative of the community, including the African American community.

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

EEO works with Human Resources (HR) to ensure the agency workforce is indicative of population & diversified.

How many veterans were hired externally during the year?

48

How many were African American Veterans?

12

2016 State African American Employment Plan Survey

Agency: Environmental Protection Agency

Director/Secretary: Lisa Bonnett

Submitted: 12/11/2015 11:00:00 AM

Certification: I Agree

Individual Information: Jill Johnson, EEO/AA Officer, 1021 N. Grand Avenue East Springfield, IL 62702, 217/785-2911, Jill.Johnson@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

4	Officials and Managers
28	Professionals
7	Technicians
0	Protective Service Workers
4	Para-Professionals
10	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

117	Officials and Managers
510	Professionals
46	Technicians
0	Protective Service Workers
39	Para-Professionals
48	Office and Clerical
0	Skilled Craft Workers
3	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

750

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
2	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Agency hired one African American female in the Office/Clerical category.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There were decreases in the number of African Americans in the EEO categories as follows: 1 Official/Manager and 1 Para-Professional. There was an increase of 1 Office/Clerical.

How many Human Resources staff does your agency have?

4

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO/AA Officer and the Office of Human Resources share information about staffing, job fairs/recruitment and underutilization. In addition to developing an African American Employment Plan, the Agency invites all African Americans on open competitive lists for interviews. Hiring and Promotion monitors are completed by the Office of Human Resources. The EEO/AA Officer submits quarterly reports of personnel transactions to the Department of Human Rights for review.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

4

Please list the position titles.

1 Senior Public Service Administrator, 3 Public Service Administrators

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

6

How many Rutan panel interviews were conducted during FY 15?

5

In how many Rutan panel interviews did African American interviewers participate?

1

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The EEO/AA Officer and the Office of Human Resources share information about staffing, job fairs/recruitment and underutilization. In addition to developing an African American Employment

Plan, the Agency attends diversity fairs and invites all African Americans on open competitive lists for interviews. The majority of the Agency's employees are in the Professional category and include titles such as Environmental Protection Engineer, Environmental Protection Specialist, Chemist and Technical Advisor.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

81

Please list the position titles.

Office Assistant, Office Associate, Office Coordinator, Executive Secretary 3, Methods and Procedures Advisor I, Account Tech II, Accountant, Environmental Protection Specialist III, Environmental Protection Specialist IV, Geographic Information Specialist II, Environmental Protection Engineer III, Lab Associate, Chemist II, Lab Associate, Information Systems Analyst II, Administrative Assistant, Executive I, Public Service Administrator, Senior Public Service Administrator

How many of those were African American?

3

Please include job titles that were vacated by African Americans.

Senior Public Service Administrator, Executive Secretary 3, Office Assistant

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

17

How many of those were African American?

1

Please list position titles.

Office assistant, Office Associate, Lab Assistant, Lab Associate, Environmental Protection Engineer I, Environmental Protection Specialist I, Account Fiscal Administrative Trainee Senior Public Service Administrator, Private Secretary

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Bureaus within the Agency offer training on various topics to all employees. Upward Mobility, CMS and Capital City Training Center offer classes and training to all employees. The Agency also offers tuition reimbursement and professional certification to all employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

7

How many of those were African American?

2

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

If your agency employed student workers/interns in FY 15, how many were African American?

1

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO/AA Officer does not conduct/participate directly in the hiring process. The EEO/AA Officer works with the Office of Human Resources by sharing underutilization information. The EEO/AA Officer also reviews hiring monitors completed by the Office of Human Resources.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

If those instances where random selection is part of the open competitive invitation and there are no veterans, the Office of Human Resources randomly invites every fourth candidate except when there is underutilization of a specific group and then all candidates of that group are invited for interviews.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations were made to the Agency.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

3

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Executive Ethics Commission

Director/Secretary: Chad Fornoff

Submitted: 12/18/2015 10:22:00 AM

Certification: I Agree

Individual Information: Adam Alstott, Deputy General Counsel/ EEO Officer, 401 S Spring, 513 Wm. Stratton Bldg, 217-553-5588, adam.alstott@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 0 Officials and Managers
 - 9 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 6 Officials and Managers
 - 53 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 3 Para-Professionals
 - 5 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

67

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

NA

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Professionals decreased by 1 person due to separation.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The human resources director attended training in 2015 that included EEOC training that addressed workplace harassment, hiring barriers, and more. The training took place Tuesday, April 14, 2015 in Springfield, Illinois. Human resources and management consult each time a posting for an external vacancy is needed regarding how to reach a diverse pool of candidates.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

8

Please list the position titles.

Senior State Purchasing Officer State Purchasing Officer Note - These employees report the Chief Procurement Officers, independent state officials appointed by the EEC.

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Our human resources office currently advertises external vacancies to multiple community websites including: University of Illinois Career Services, United Latino Job Bank, and Illinois JobLink. For external postings for vacancies filled in 2015, the human resources office also

notified the Culturally Integrated Education for Latinos Organization in Springfield, Illinois via email of the posting.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

14

Please list the position titles.

Chief Procurement Officer (2) State Purchasing Officer/Procurement Compliance Monitor (9) IT Coordinator Executive Assistant (2)

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

State Purchasing Officer

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

7

How many of those were African American?

0

Please list position titles.

State Purchasing Officer PCM Trainee Executive Assistant

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

All employees are allowed the opportunity to complete continuing education training during work hours, and are permitted to lead employee professional development during all staff forums

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEC has no Coded or Rutan covered positions. Postings for 2015 only required that resumes be submitted for applicants to be considered when vacancies were posted. Applicants

are permitted to submit CMS-100 applications in lieu of or in addition to a resume. Applicant's Applicants' relevant education and experience are considered to determine the pool of candidate for interview. Race and ethnicity were not known by the staff reviewing the resumes and selecting the pool of candidates, unless an applicant chose to complete a CMS-100 and chose to complete the ethnicity portion of the form.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

NA

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: NA

Is this person an Executive senior staff member?: NA

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

NA

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Financial and Professional Regulation

Director/Secretary: Bryan A. Schneider

Submitted: 12/16/2015 3:11:00 PM

Certification: I Agree

Individual Information: Vivian Toliver, Public Service Administrator I, JRTC 100 W. Randolph, Suite 9-300, Chicago, IL 60601, 312-814-1764, vivian.toliver@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

10	Officials and Managers
46	Professionals
2	Technicians
0	Protective Service Workers
4	Para-Professionals
5	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

26	Officials and Managers
70	Professionals
5	Technicians
0	Protective Service Workers
10	Para-Professionals
8	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

447

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

IDFPR does not conduct any studies or monitoring programs specifically geared towards African-Americans. All employees are encouraged to attend CMS training classes. Although IDFPR does not provide college tuition reimbursement for employees, it does provide registration fees for training courses.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Official/Managers decreased from 13 to 10; Professionals increased from 45 to 46; and Para-Professionals decreased from 6 to 4. The increases came from the hiring of new employees. The decreases came from employees leaving due to retirement, accepting new positions, and being released from employment.

How many Human Resources staff does your agency have?

44

How many of those Human Resources staff are minorities?

2

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Shared Services Center ensures that IDFPR complies with all the Hiring and Promotion Monitor requirements. Senior Public Service Administrators; Office Coordinator; Bank Examiner 3; Office Associate; Financial Institution Examiner 3; and Technician.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

10

Please list the position titles.

Senior Public Service Administrators and Public Service Administrators.

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

6

How many Rutan panel interviews were conducted during FY 15?

163

In how many Rutan panel interviews did African American interviewers participate?

5

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

All job openings are posted on the IDFPR job boards for the mandated period. In addition, postings are e-mailed to The Chicago Urban League; Rep. LaShawn Ford's Workplace; and Liaisons for the IL Department of Employment Security and the IL Department of Human Rights who in turn e-mails them to EEO Officers of other agencies to post on their job boards. Office Clerical - External (1); Official/Managers (2); Para-Professional (2); Professional (5); Technician (0); and Skilled Craft (0);

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

63

Please list the position titles.

Official/Managers; Para-Professionals; Professionals; and Office Clerical.

How many of those were African American?

9

Please include job titles that were vacated by African Americans.

Senior Public Service Administrators; Office Coordinator; Bank Examiner 3; Office Associate; Financial Institution Examiner 3; and Technician.

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

88

How many of those were African American?

8

Please list position titles.

Official/Managers; Professionals; Office Clerical; and Para-Professionals.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Please see question No. 7.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

1

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

4

If your agency employed student workers/interns in FY 15, how many were African American?

1

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

See question No. 7.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

A random selection from an open competitive list is done by the interviewer selecting a pattern. It can be 2 names from each page of names; every 10th name; or, the 50th name, etc. If Shared Services is interviewing for a category that is underutilized, they will try and pick a pattern that will include as many candidates that fall into the underutilized category as possible.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

There were no recommendations.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

4

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Gaming Board

Director/Secretary: Mark Ostrowski

Submitted: 12/14/2015 4:13:00 PM

Certification: I Agree

Individual Information: Karen Weathers, Human Resources Administrator, 801 S. 7th Street, Suite 400, Springfield, IL , 217-558-3019, Karen.weathers@igb.illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

3	Officials and Managers
18	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

48	Officials and Managers
105	Professionals
0	Technicians
0	Protective Service Workers
14	Para-Professionals
2	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

169

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Illinois Gaming Board is not undercertified by African Americans in any EEOC category. The Board hired Gaming Special Agent, Gaming Special Agent trainees, Gaming Licensing Analyst, PSA 8C, Executive I and Office Coordinator.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Same #'s in Officials/Managers for African American employees; an increase of 1 African American in professional category (male), same # for females.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Illinois Gaming Board's hiring and interview processes are conducted by the A&R Shared SVS Center. All interview staff are Rutan certified and well versed on the rules and procedures that all State agencies are mandated to follow. The IGB has not participated in recruitment training specific to the hiring of African American employees.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

3

Please list the position titles.

Senior Public Service Administrator, Opt 7 Public Service Administrator, Opt. 8C Public Service Administrator, Opt. 2

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

57

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The IGB EEO Officer coordinates the recruitment efforts for the IGB as well as coordinate out

reach efforts with the A&R SSC and CMS. This includes participation in various job fairs when feasible.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

11

Please list the position titles.

Gaming Licensing Analyst Gaming Senior Special Agent Gaming Senior Agent Trainee SPSA, Opt. 1 & 8L ISA II PSA, Opt. 7 AA II

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

17

How many of those were African American?

1

Please list position titles.

Gaming Special Agent Trainee

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

CMS sponsors various career enhancement and self development programs to the State of Illinois at no cost. Additionally, the IGB has a semi-automatic promotional ladder that was negotiated for the titles of a GSAT to a GSA, to a GSSA.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The IGB recommends that all interested candidates, including various minorities, females and the

disabled, seek grades from CMS to receive and maintain their eligibility so that all qualified candidates are prepared.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

A random selection of candidates from an open competitive list may be utilized if the blind "A" list has a lot of eligible candidates. If a random selection is utilized, the A&R Shared Services takes into consideration whether or not there is underutilization for that particular region, and a consistent pattern is selected.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

The IGB has not received any recommendations from any outside entity recruitment of African Americans.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Karen Weathers

Title: EEO Officer

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

No specific duties have been performed regarding specific involvement with the African American community. However, as the EEO Officer, Ms. Weathers is the designated contact for all recruitment efforts.

How many veterans were hired externally during the year?

1

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Guardianship and Advocacy Commission Director/Secretary: Dr. Mary L. Milano

Submitted: 12/17/2015 3:19:00 PM

Certification: I Agree

Individual Information: Gia T. Orr, Director of Community Relations/EEO/AA/504 Officer, 160 North LaSalle Suite S-500, 224-277-9075, gia.orr@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

6	Officials and Managers
24	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

19	Officials and Managers
73	Professionals
1	Technicians
0	Protective Service Workers
3	Para-Professionals
3	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

103

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

Our agency is at parity for the number of African American persons employed by Guardianship and Advocacy Commission. There is no underutilization in any category. Due to the size of GAC there is limited funding for items outside of needs and personal expenses.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an increase of two (2) AA persons within the Officials/Managers category. We follow all CMS rules and the AFSCME contact in hiring.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Outside of consistent updates within the administrative team pooled from various resources, there continues to be limited/no funding for outside training or the opportunity to make this its own line item. The entire team has input in the Affirmative Action Plan and is updated of data submitted for quarterly reports.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

7

Please list the position titles.

SPSA's PSA's Technical Advisor II

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

6

How many Rutan panel interviews were conducted during FY 15?

3

In how many Rutan panel interviews did African American interviewers participate?

2

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Guardianship and Advocacy is not underutilized in African American staff in any EEOC category. Due to the small size and extreme limits in our funding, there are no budget allocations for African

American Employment Programs.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

14

Please list the position titles.

SPSA's PSA's Technical Advisor II Professionals

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Technical Advisor II Professional

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

4

How many of those were African American?

2

Please list position titles.

SPSA PSA

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Lack of funding prohibits GAC from setting aside a line item for such programs, however employees are made aware of the State Upward Mobility Program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Due to AFSCME contract hiring rules, we rarely get to the open competitive list. However, if we are able to hire from the Open Competitive list, the EEO Officer must review and sign off on the hiring monitor before the hire is finalized.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

There was not an opportunity for GAC to go to the open competitive list for interviews.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

There have been no recommendations due to GAC not being underutilized in the African American field in any category. We do work with the Department of Human Rights to ensure that we are not underutilized in any category as well as discuss ways to address any areas that may be.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: NA

Title: NA

Is this person an Executive senior staff member?: NA

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Guardianship and Advocacy does not have an African American Liaison.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Healthcare and Family Services

Director/Secretary: Felicia F. Norwood

Submitted: 12/17/2015 12:11:00 PM

Certification: I Agree

Individual Information: Derrick Davis, Chief EEO/AA Officer, 401 South Clinton, Chicago, IL 60607,
(312) 793-4322, derrick.davis@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

31	Officials and Managers
216	Professionals
3	Technicians
0	Protective Service Workers
100	Para-Professionals
11	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

433	Officials and Managers
1,332	Professionals
47	Technicians
0	Protective Service Workers
454	Para-Professionals
167	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,986

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

4	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

While HFS' EEO/AA Office monitors the hiring process to ensure mandated compliance, overwhelmingly, positions are filled within constraints beyond the control of our monitoring. The success of our internal monitoring with respect to employment of African Americans is directly proportionate to the limited opportunities to make decisions independent of factors such as bargaining unit considerations or veteran's preference. Specifically, the titles most frequently called for and filled within HFS are subject to bargaining unit provisions, thereby limiting our selection options. External titles included: PSA; Child Support Specialist Trainee; Office Specialist; Office Coordinator; HFSN; Executive II and Office Associate. We are most assuredly open to methods/external recommendations to increase targeted hiring/recruitment.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Officials/Administrators decreased from 9% to 8.6% of the total category from the prior year. Professionals increased from 18.5% to 18.9% of the total category from the prior year. Technicians increased from 7.5% to 7.7% of the total category from the prior year. Para-Professionals decreased from 29.6% to 26.7% of the total category from the prior year. Office/Clerical remained unchanged at 8% of the total category from the prior year.

How many Human Resources staff does your agency have?

30

How many of those Human Resources staff are minorities?

6

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO/AA Office monitors the selection and recruitment process to ensure compliance with legislative mandates. While no specific training has been provided to Recruitment and EEO staff regarding targeted recruitment of African Americans, the EEO Office, Recruitment Office and the Personnel Office has placed an emphasis on targeting/reaching out to organizations whose memberships and makeup are from the underrepresented groups including African Americans in an effort to increase the pool of potential candidates for vacancies within those groups.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

278

Please list the position titles.

Administrative Assistant I & II; Accountant Supervisor; child Support Specialist I, II & Trainee; Exec I & II; HR Specialist; HSC; HFSN; ISA I & II; ISS II; ISI II; Public Aid Lead Casework Specialist; PA QCR; PA Investigator; Program Integrity Auditor I & II; MAC III; PSA; SPSA

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

17

How many Rutan panel interviews were conducted during FY 15?

656

In how many Rutan panel interviews did African American interviewers participate?

11

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

No specific initiatives or specific recruiting plan was implemented to fill positions either internally or externally.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

298

Please list the position titles.

SPSA; PSA; Office Assistant; Office Associate; HFSN; Child Support Specialist I & II; Child Support Trainee; Office Coordinator; Office Specialist; Accountant Supervisor; Account Technician I & II; Accountant Advanced; Accountant; Executive I & II; Office Associate; MOA I & II; ISA I & II; ISS II; Program Integrity Auditor II; Executive Secretary; Public Aid Investigator Trainee; HSC; Administrative Assistant I; Medical Assistant Consultant III; Public Administration Intern; Office Clerk; Office Administrator IV; Secretary I; Legal Secretary; Public Aid Quality Control Reviewer; Kidcare Supervisor; Data Processing Supervisor; Meth Pro Adv III; Office Specialist

How many of those were African American?

36

Please include job titles that were vacated by African Americans.

SPSA; PSA; Office Assistant; HFSN; Child Support Specialist I & II; Office Coordinator; Office Specialist; Executive I & II; Program Integrity Auditor Trainee

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

248

How many of those were African American?

26

Please list position titles.

SPSA; PSA; Office Assistant; Office Associate; Child Support Specialist I & II; Child Support Trainee; Office Coordinator; Office Specialist; Executive I & II; Office Associate; Program Integrity Auditor I & II; Public Aid Investigator Trainee; Public Aid Investigator; Human Services Caseworker; Administrative Assistant I; Public Administration Intern; Office Clerk; Office Administrator IV; Secretary I; Public Aid Quality Control Reviewer

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

NA

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

123

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

We always attempt to ensure that we utilize a consistent pattern of selection for each process. We haven't determined an exact methodology to distinguish between candidates from underutilized categories and those that aren't.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Bureau of Selection and Recruitment (BSR) personnel contact CMS and request a blind Open Competitive List for the appropriate job title. The request includes the Job Title, Position number, Veterans and/or non-Veterans, and number of positions to be filled. CMS will forward a blind list (no candidate information is provided) of all the candidates with an "A" grade. Veterans will be first and non-veterans will be listed in the second grouping. BSR personnel will circle the numbers associated with the candidates and return to CMS. All veterans will be chosen. All non-veterans numbers are randomly circled. CMS will then forward the list with the candidate information to BSR personnel for the candidate numbers circled on the blind list. BSR personnel will send letters requesting interviews. Interviews will be conducted of all candidates responding to the invitation. The highest scoring Veteran candidate is offered the position. If there are no veterans in the interview process, the highest scoring candidate will be offered the position.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

NA

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: NA

Is this person an Executive senior staff member?: NA

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

NA

How many veterans were hired externally during the year?

68

How many were African American Veterans?

8

2016 State African American Employment Plan Survey

Agency: Historic Preservation

Director/Secretary: Garth Madison, Interim

Submitted: 12/22/2015 1:53:00 PM

Certification: I Agree

Individual Information: Lori Tinsley, Director of Human Resources, 313 S. Sixth Street, Springfield, IL 62701, 217-785-7948, Lori.L.Tinsley@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
2	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
1	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

26	Officials and Managers
61	Professionals
2	Technicians
0	Protective Service Workers
17	Para-Professionals
7	Office and Clerical
10	Skilled Craft Workers
17	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

176

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
2	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

At the end of FY 15, The Illinois Historic Preservation Agency employed 3 African American employees: 1 Skilled Craft, and 2 Professional. Our Agency is currently constrained by budget and headcount, the AFSCME/IFPE contracts, and the Personnel Code when hiring employees. That being said, the agency is committed to using all available resources to recruit and hire minority candidates at all levels.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was a decrease in the number of African Americans in the Officials/Administrators, and Skilled Craft Workers. This is due to the decrease in the overall number of employees in the Agency.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Director of Human Resources (EEO) monitors all hiring and interviewing. We do not currently have funds for recruitment or training.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

250

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

I am new to the Director of Human Resources (EEO) position and are unable to ascertain how many Rutan interviews were conducted during FY 15. I also cannot speak to how many Rutan interviews that African American interviewers participated in. The Agency utilizes the CMS Posting System. The Agency is constrained by budget and is unable to do any extensive employment recruiting. We are also subject to hiring using the AFSCME/IFPE contract, Rutan, and CMS rules when hiring employees.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

30

Please list the position titles.

Building & Grounds Laborer; Private Secretary I; Executive II; Admin Assistant II; Building & Grounds Lead I; Site Technician II; Stationary Engineer; Public Service Admin; Librarian I; Senior Public Service Admin; Site Interpreter; Public Admin Intern; Site Services Specialist I; Human Resources Rep; Site Interpretive Coord; Manuscripts Manager.

How many of those were African American?

3

Please include job titles that were vacated by African Americans.

Senior Public Service Admin Public Admin Intern Site Services Specialist I

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

8

How many of those were African American?

0

Please list position titles.

Private Secretary I Carpenter Senior Public Service Admin Building & Grounds Laborer Site Interpreter

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

All employees, including Black/African American employees, are evaluated and considered for internal promotion as appropriate when opportunities are available. All Employees, including Black/African American employees, are encouraged to attend training affordable to the Office in order to improve efficiency, production and skills.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

1

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Director of Human Resources/EEO Officer closely monitors vacancies and applications. The Agency continues efforts to increase the diversity of hires, and all qualified minority applicants are considered when selecting candidates for opportunities in hiring and promotions.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

In my tenure as Director of Human Resources/EEO Officer, we have yet to participate in random selection of candidates. If the situation arises, I would contact CMS to instruction as to what method of random selection would be appropriate.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

I have not received any recommendations from any of the above for the recruitment of African Americans.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

1

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Human Rights Commission

Director/Secretary: Keith Chambers

Submitted: 12/7/2015 9:17:00 AM

Certification: I Agree

Individual Information: Dr. Ewa I. Ewa, CFO/Director of Personnel, 100 W. Randolph, #5-100
Chicago, Il. 60601, 312-814-6281, ewa.ewa@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 3 Officials and Managers
 - 2 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 2 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 3 Officials and Managers
 - 2 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 2 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

21

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

none

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

no

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

No training was provided because we are not underutilized.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

3

Please list the position titles.

Executive Director, Chief Financial Officer, General Counsel

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

4

How many Rutan panel interviews were conducted during FY 15?

2

In how many Rutan panel interviews did African American interviewers participate?

2

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

n/a

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

1

Please list the position titles.

Administrative Law Judge

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

0

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

0

Please list position titles.

Office Associate

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

none

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

5

If your agency employed student workers/interns in FY 15, how many were African American?

2

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

none

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

n/a

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

none.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: none

Title: n/a

Is this person an Executive senior staff member?: n/a

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

none.

How many veterans were hired externally during the year?

1

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Human Rights Department

Director/Secretary: Rocco J. Claps

Submitted: 12/18/2015 2:26:00 PM

Certification: I Agree

Individual Information: Bobbie Wanzo, Deputy Director, 100 W. Randolph, Suite 10-100, Chicago, Illinois, (312) 814-6245, Bobbie.Wanzo@Illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 11 Officials and Managers
 - 17 Professionals
 - 3 Technicians
 - 0 Protective Service Workers
 - 7 Para-Professionals
 - 8 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 30 Officials and Managers
 - 95 Professionals
 - 3 Technicians
 - 0 Protective Service Workers
 - 7 Para-Professionals
 - 17 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

136

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 3 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Department continues to review its positions; the need of its customers and the quality of its outreach efforts to ensure that all communities have the same access to services provided by the Department. In Fiscal Year 2015, the Department was underutilized in the "Professional" category by (3). There was no underutilization in any other EEO category. As of June 30, 2015, approximately 35% of its actual headcount was African American.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an increase in the "Officials/Managers" EEO category and a decrease in the "Professional" EEO category. One factor contributing to the decrease in the "Professional" category was the separation of (4) African American Human Rights' Investigators and the inability of the Agency to hire into these vacant positions in a timely manner.

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

2

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Department's Human Resource staff, Chief Legal Counsel, and Department EEO/AA Officer, closely monitor the activities of the Department's staff responsible for hiring, interviewing, recruitment, etc., in complying with the personnel code, personnel rules, AFSCME contract, DHR supplemental agreement, and legislative mandates as required. All staff have been made aware of the Agency's efforts to ensure a diverse workforce. The Department's Institute for Training and Development continues to train Department staff and other public and private entities on such topics as Diversity Awareness, Civility in the Workplace, Five Generations in the Workplace: Communicating through a Multigenerational Lens, Conflict Resolution, etc.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

11

Please list the position titles.

Public Service Administrator Senior Public Service Administrator

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

8

How many Rutan panel interviews were conducted during FY 15?

27

In how many Rutan panel interviews did African American interviewers participate?

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

There are a number of position titles involved in recruitment efforts and participating in community relations and outreach for the purpose of ensuring a diverse Agency workforce. Agency staff work to identify potential candidates for employment with the Department of Human Rights. Specifically, recruiting for specific positions when needed; working with the Department's Human Resources staff to identify specific opportunities; establishing relationships with a broad coalition of recruitment resources such as colleges, universities, outside employers; and, ensuring that individuals are aware of vacancies. In an effort to recruit individuals to address the Department's EEO categories, the Department may participate in activities such as workshops, seminars, conferences, job fairs, partnerships with community organizations; partnerships with non-profit organizations, etc. The position of Human Rights Investigator is the most frequently filled position. This is an AFSCME bargaining unit position. The position is filled in accordance with the union contract and personnel guidelines.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

12

Please list the position titles.

Human Rights Investigator I Human Rights Investigator II Human Rights Investigator III Data Processing Technician

How many of those were African American?

6

Please include job titles that were vacated by African Americans.

Human Rights Investigator I Human Rights Investigator II Human Rights Investigator III Data Processing Technician

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

6

How many of those were African American?

1

Please list position titles.

Senior Public Service Administrator - Position of the African American Hire

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

* The Department Human Resource staff meet regularly with the Department Director to review the Department's staffing pattern and strategy for ensuring a diverse Agency workforce. * A number of Department employees participate in government training associations such as the

Illinois Association of Minorities in Government (IAMG). IAMG hosts "State Employee Minority Conferences" which provide employee training, enrichment and information sharing among attendees. * The Department's staff also assists employees to match their skills with available promotional opportunities. * The Department has employees who are enrolled in the current Upward Mobility Program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

11

How many of those were African American?

3

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

* All staff responsible for interviewing, recruiting, etc. have been advised that no appointment will be made without strict adherence to the hiring and promotion monitor procedure. * All staff responsible for interviewing, recruiting, etc. must work closely with the Department EEO/AA Officer and Human Resource office to ensure that they have the appropriate information on the Department's underutilization in the EEO categories. * The Director or Director's designee is responsible for reviewing each hiring and promotion monitor.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Selection is made based on the CMS Bureau of Personnel guidelines for requesting the Open Competitive list and candidates from the Open Competitive list. The method for random selection of candidates on the Open Competitive list depends on the number of candidates on the Open Competitive list; however, if there are a large number of names on the list, selection is based on a numerical calculation. For example, if there are 100 candidates on the Open Competitive list, the interviewer may request every 5th candidate's name and information from CMS Personnel.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

The Department staff continues to work closely with CMS' Bureau of Personnel staff on the hiring and promotion process, diversity programs and recruitment efforts. The Department staff continues to work with the CMS Bureau of Personnel staff to ensure that they (CMS) do not process a new hire or promotion unless the hiring or promotion monitor has been completed and submitted with the hire or promotion transaction. The Department continues to improve its website; continues to review its positions; the need of its customers and the quality of its outreach efforts to ensure that all communities have the same access to information and services provided by the Department.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Bobbie Wanzo and Kim White

Title: Senior Public Service Administrator

Is this person an Executive senior staff member?: Yes, both individuals are members of the Executive Committee

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The individuals listed are members of the Department's Executive Committee. The Deputy Director serves on the boards of a statewide human relations organization (IMHRA) and a national human rights organization (IAOHRA) and as such is involved in outreach and education. The Administrator for the Department's Institute for Training and Development is involved in all aspects of training for public and private entities as well as outreach. Both individuals are policy makers and make staffing recommendations.

How many veterans were hired externally during the year?

1

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Human Services

Director/Secretary: James T. Dimas

Submitted: 12/17/2015 9:45:00 AM

Certification: I Agree

Individual Information: Scott Viniard, BES Bureau Chief / Acting HR Director, 100 S. Grand Ave. E. Springfield, IL 62762, 217.557.9264, Scott.Viniard@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

207	Officials and Managers
2,102	Professionals
1,876	Technicians
42	Protective Service Workers
170	Para-Professionals
224	Office and Clerical
0	Skilled Craft Workers
196	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

846	Officials and Managers
6,046	Professionals
3,986	Technicians
127	Protective Service Workers
658	Para-Professionals
722	Office and Clerical
0	Skilled Craft Workers
740	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

13,125

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
3	Protective Service Workers
7	Para-Professionals
2	Office and Clerical
0	Skilled Craft Workers
6	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

IDHS' Bureau of Civil Affairs does not currently track job titles, only EEO job categorical data. Of 1,169 new non-vet hires, 407 or 35% were African Americans. Of 123 new vet hires, 31 or 25% were African Americans. In FY15 total African American underutilization = 22 and in FY16 total African American underutilization = 18.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

The EEO categories evidenced slight increases and decreases in the underutilization from last year. The population data shows an increase of persons in this affirmative action group in the areas where there are Colleges and Universities and this is where the underutilization increases were found. Additionally, IDHR changed their regional map from 11 regions to 10 regions, to better reflect commuting patterns in the state. They are now using similar maps used by the Department of Labor and the Department of Commerce & Economic Opportunity. Because of this it will be difficult to compare this FY with the prior FY. Underutilization Summary: Officials/Managers - continues to be at parity; Professionals - continues to be at parity; Technicians - continues to be at parity; Protective Services - increased by 1; Para-Professionals - decreased by 5; Office/Clerical - decreased by 1; and Service/Maintenance - increased by 1.

How many Human Resources staff does your agency have?

128

How many of those Human Resources staff are minorities?

105

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

IDHS has a centralized Recruitment and Selection Unit, the Bureau of Recruitment and Selection (BRS), responsible for all hiring. BRS staff use EEO Monitors and Underutilization Summaries. Additionally, IDHS through its Recruitment, Hiring and Discipline Committee conducts quarterly meetings to discuss and monitor all legislative mandates of the African American Employment Plan.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

207

Please list the position titles.

The number above is reflective of the African American employees in PSA and SPSA titles. Executive positions fall under the Professionals EEO job category, which encompasses a large number of job titles. DHS' Bureau of Civil Affairs does not currently track titles, only EEO categorical information.

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

162

How many Rutan panel interviews were conducted during FY 15?

3,891

In how many Rutan panel interviews did African American interviewers participate?

1,804

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Quarterly Recruitment, Hiring and Discipline Committee meetings are held and DHS' Division of Family and Community Services conducts a lot of community work. The Recruitment Unit has developed a Recruitment Database, which includes many African American organizations. Communications are sent specifically to African American organizations, community groups and partnerships, including e-blasts to the above mentioned groups. As for titles filled, IDHS' Bureau of Civil Affairs does not currently track titles only EEO job categorical information.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

947

Please list the position titles.

Administrative Assistant I & II, Accountant, Accountant Advanced, Accountant Supervisor, Account Technician II, Activity Therapist, Activity Therapist Coordinator, Clinical Pharmacist, Clinical Psychologist, Cook I, Dietitian, Disability Claims Adjudicator I & II, Disability Claims Adjudicator Trainee, Disability Claims, Analyst, Disability Claims Specialist, Disability Appeals Officer, Educator, Electrician, Executive I & II, Executive Secretary I, II & III, Guard II, Habilitation Program Coordinator, Health Information Administrator, Hearing & Speech Specialist, Human Services Caseworker, Human Services Caseworker Manager, Human Resources Associate, Human Resources Representative, Human Resources Specialist, Information Systems Analyst I & II, Institutional Maintenance Worker, Internal Security Investigator II, Library Associate, Licensed Practical Nurse II, Maintenance Equipment Operator, Management Operations Analyst II, Medical Administrator II, Mental Health Administrator I, Mental Health Recovery Support Specialist I & II, Mental Health Specialist I, Methods & Procedures Advisor III, Mental Health Technician I, II, III, IV & V, Mental Health Technician Trainee, Office Assistant, Office Associate, Office Coordinator, Office Administrator III, Office Aide, Office Clerk, Public Aid Eligibility Assistant, Pharmacy Manager, Pharmacy Technician, Physician, Physician Specialist, Public Service Administrator, Psychologist III, Public Aid Quality Control Reviewer, Rehab Case Coordinator I & II, Rehab Counselor Senior, Rehab Services Advisor I, Rehab Workshop Instructor II, Rehab Mobility/Instructor, Reimbursement Officer I, Reproduction Services Supervisor I, Residential Care Worker, Residential Care Worker Trainee, Residential Services Supervisor, Registered Nurse I & 2, Security Officer, Security Officer Chief, Security Officer Sergeant, Security Therapy Aide I, II, III & IV, Security Therapy Aide Trainee, Social Service Program Planner II, III & IV, Social Service Career Trainee, Social Worker II, III & IV, Senior Public Service Administrator, Staff Development Specialist I, Storekeeper I & II, Stores Clerk, Support Services Coordinator I, Support Service Worker, Support Service Lead, Switchboard Operator II, Technical Advisor II, Telecommunications Systems Analyst, Transportation Officer, Vocational Instructor

How many of those were African American?

281

Please include job titles that were vacated by African Americans.

Activity Therapist, Administrative Assistant I & II, Cook I, Disability Claims Adjudicator Trainee, Disability Claims Analyst, Disability Claims Adjudicator I, Educator, Executive I & II, Executive Secretary I & II, Guard II, Human Services Caseworker, Human Services Caseworker Manager, Human Resources Specialist, Information Systems Analyst II, Licensed Practical, Nurse II, Mental Health Technician I, II, III & IV, Mental Health Technician Trainee, Office Assistant, Office Administrator, Office Associate, Office Coordinator, Public Aide Eligibility Assistant, Pharmacy Technician, Physician Specialist, Public Service Administrator, Rehab Case Coordinator I & II, Rehab Counselor Senior, Rehab Workshop Instructor II, Rehab Counselor, Residential Care Worker, Residential Services Supervisor, Registered Nurse I, Security Officer, Security Therapy Aide I, Security Therapy Aide Trainee, Social Service Career Trainee, Social Service Program Planner II, Social Worker II & III, Senior Public Service Administrator, Staff Development Specialist I, Storekeeper I, Support Service Coordinator I, Support Service Lead, Support Service Worker, Switchboard Operator II, Telecommunications Systems Analyst

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

2,337

How many of those were African American?

938

Please list position titles.

IDHS' Bureau of Civil Affairs does not currently track titles only EEO Job Categorical information.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

IDHS will continue to rely on suggestions from the Recruitment, Hiring and Discipline Committee. IDHS will continue to assess the agency's need for African American upper management positions in the agency on a regular basis, and will conduct targeted recruitment in the African American community, especially when any testing opportunities are available. IDHS employees, 96% being union employees, are allowed and encouraged to participate in the Upward Mobility Program (UMP), which is a joint venture between CMS and AFSCME. UMP is a career program designed to help state employees with advancement in State government.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

990

How many of those were African American?

478

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

IDHS has a centralized Recruitment and Selection Unit responsible for all hiring. Hiring staff use EEO Monitors and Underutilization Summaries. Additionally, IDHS, through its Recruitment, Hiring and Discipline Committee conducts quarterly meetings to discuss and monitor all legislative mandate of the African American Employment Plan.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

If the Open Competitive List is requested for a position that is included in an Affirmative Action Group in a Region that indicates underutilization is present, the list will be reviewed for candidates whose race is listed as the underutilized group and they will be selected to be included.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

In the FY16 Affirmative Action Plan, the Department of Human Services failed to meet the Department of Human Rights' standard for hiring minority goal of 25%, and the Department of Human Rights has made a referral to the Department of Central Management Services for training. IDHS is working closely with CMS to come up with a plan to eliminate/reduce underutilization.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

123

How many were African American Veterans?

31

2016 State African American Employment Plan Survey

Agency: Illinois Board of Higher Education

Director/Secretary: Dr. James L. Applegate, Exe

Submitted: 12/8/2015 3:22:00 PM

Certification: I Agree

Individual Information: Dr. Arthur Sutton, Deputy Director for Diversity & Outreach, 1 N. Old State Capitol Plaza, Suite 333, Springfield, IL 62701-1377, 217-557-7347, sutton@ibhe.org

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 1 Officials and Managers
 - 3 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 5 Officials and Managers
 - 25 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

39

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
- 0 Professionals
- 0 Technicians
- 0 Protective Service Workers
- 0 Para-Professionals
- 0 Office and Clerical
- 0 Skilled Craft Workers

0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The agency submits an annual Affirmative Action Plan to the Department of Human Rights and is in compliance.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

The total number of African Americans decreased by three. Two of the three employees retired from the State and one took a similar job with a state university. The occupational category of Officials and Managers decreased by one and the category of Professionals decreased by two.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Job openings are advertised on the state website (Work for Illinois), posted on our website (www.ibhe.org), and posted internally to ensure an open and competitive process. In addition, as the EEOC Officer I personally share all postings with African American community.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

4

Please list the position titles.

Deputy Director for Diversity & Outreach Associate Director for Academic Affairs/Private Business & Vocational Schools Web & Database Developer (Associate Director) Assistant Director for Academic Affairs

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

IBHE works will and provides employment information to higher education cultural organizations to address employment opportunity.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

7

Please list the position titles.

Executive Deputy Director Deputy Director for External Relations & Government Relations
Budget Officer (Associate Director) Senior Fiscal Officer (Associate Director) Associate Director
for Academic Affairs Assistant Director for Academic Affairs/ Private Business & Vocational
Schools Assistant Director for Academic Affairs

How many of those were African American?

3

Please include job titles that were vacated by African Americans.

Deputy Director for External Relations & Government Relations Associate Director for Academic
Affairs Assistant Director for Academic Affairs

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

10

How many of those were African American?

0

Please list position titles.

Deputy Director for Fiscal Affairs & Budgeting, new hire Deputy Director for Information Systems
& Technology, new hire Budget Office (Associate Director), new hire Assistant Director for
Academic Affairs, new hire Assistant Director for Academic Affairs/Private Business & Vocational
Schools, 2 new hires, 1 promotion Budget Analyst (Assistant Director), promotion Office Support
Specialist (Secretary IV), 1 new hire Office Support Associate (Secretary III), 1 new hire

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

None

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO officer completes hiring and promotion monitoring for employment transactions.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

No random selection

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations were provided

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Dr. Arthur Sutton

Title: Deputy Director for Diversity & Outreach

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The liaison communicates with agencies and statewide cultural groups to share information related to this area.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Illinois Commerce Commission

Director/Secretary: Cholly Smith

Submitted: 12/8/2015 11:24:00 AM

Certification: I Agree

Individual Information: Leigh Ann Myers, Human Resources Manager, 527 E. Capitol Avenue, Springfield, IL 62701, (217) 785-1407, lmyers@icc.illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 2 Officials and Managers
 - 11 Professionals
 - 1 Technicians
 - 0 Protective Service Workers
 - 3 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 48 Officials and Managers
 - 147 Professionals
 - 4 Technicians
 - 5 Protective Service Workers
 - 7 Para-Professionals
 - 4 Office and Clerical
 - 1 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

216

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Commission is committed to hiring diverse employees in all EEOC categories.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes; during the past year, the Illinois Commerce Commission lost two Professional African Americans and hired one African American Professional.

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

All recruitment, interviewing, and hiring is done with the assistance of the Human Resources Office, which is where the EEO Officer is located. This allows us the opportunity to make sure that filling our vacant positions comply with all mandates.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

Bureau Chief Manager

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 15?

9

In how many Rutan panel interviews did African American interviewers participate?

9

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The ICC has engaged in efforts to raise awareness of the ICC as an employer among minority professionals by contacting the Statewide Services/Diversity Enrichment Program, the Illinois Department of Human Rights, and the Illinois Association of Minorities in Government. The ICC hosts unpaid externs throughout the year, and 60% of the 2015 participants were minorities.

Though extern programs are designed to serve the needs of the student participants, the ICC intends for externships to help us meet long-term recruitment goals. When we post entry level positions with colleges and university career services offices, we also contact minority student affairs offices and minority student organizations concerning these vacancies, as long as university recruitment policies do not prohibit doing so.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

35

Please list the position titles.

TRANS Investigator I Administrative Law Judge III - ALJ ICC Police Officer II ICC Police Officer II Executive IV Manager Pipeline Safety Analyst II Legislative Liaison II Office Associate Office Associate Pipeline Safety Analyst II Executive IV Executive IV Bureau Chief Homeland Security Director Railroad Safety Specialist IV Manager Administrative Law Judge V - ALJ Technical Advisor V Senior Public Information Officer Railroad Safety Specialist III Operations Technician Executive Secretary II Administrative Law Judge V - ALJ Administrative Assistant III Technical Advisor III Administrative Assistant I Railroad Safety Specialist III Railroad Safety Specialist III Executive Director Administrative Law Judge III - ALJ Chief - Police Bureau Chief Technical Advisor V Technical Advisor V

How many of those were African American?

2

Please include job titles that were vacated by African Americans.

TRANS Investigator I Administrative Law Judge III - ALJ

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

20

How many of those were African American?

2

Please list position titles.

General Counsel Executive IV Executive IV Chief - Police Bureau Chief Executive Director Technical Advisor V Technical Advisor V Executive IV Technical Advisor V Senior Public Information Officer Executive IV Office Associate Office Associate Bureau Chief Deputy Executive Director Pipeline Safety Analyst II Pipeline Safety Analyst II Pipeline Safety Analyst II Pipeline Safety Analyst II

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increase the number of African Americans in supervisory and management positions.

The ICC publicizes free training programs offered by CMS and other state agencies. Employees that are part of the AFSCME bargaining unit can participate in the state's Upward Mobility program, an option previously unavailable for our employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

3

If your agency employed student workers/interns in FY 15, how many were African American?

1

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

All recruitment, interviewing, and hiring is done with the assistance of the Human Resources Office, which is where the EEO Officer is located. This allows us the opportunity to make sure that filling our vacant positions comply with all mandates.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Illinois Health Information Exchange Auth Director/Secretary: Mason Budelier

Submitted: 12/18/2015 4:30:00 PM

Certification: I Agree

Individual Information: Krysta Heaney, Policy and Compliance Manager, 100 W Randolph St., Suite 4-750, Chicago, IL 60601, 312-814-1856, Krysta.Heaney@Illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 0 Officials and Managers
 - 1 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 4 Officials and Managers
 - 5 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 1 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

10

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

Due to the small size of the Agency (10 employees) and the number of individuals in any EEOA category during the past fiscal year, the Agency had no underutilization. The Agency monitors the number of African American persons employed by the Agency through its quarterly Affirmative Action reporting activities.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes, one Professional separated, accepting employment with another State Agency. That position was not filled during FY2015.

How many Human Resources staff does your agency have?

0

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Administrative and Regulatory Shared Services Center administers Human Resources on behalf of the Agency. All agency positions are posted on the State of Illinois "Work for Illinois" website to make certain the positions are available to a diverse candidate pool. Positions are also posted on the agency website and Facebook page and may be posted on job search forums, including Monster and Careerbuilder.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

4

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

All agency positions are posted on the State of Illinois "Work for Illinois" website to make certain the positions are available to a diverse candidate pool. Positions are also posted on the agency website and Facebook page and may be posted on job search forums, including Monster and Careerbuilder. One agency position was filled externally (Assistant Chief Financial Officer). Four positions were filled by transfers within the state, one of those positions was filled by an African American (MPI Analyst).

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

8

Please list the position titles.

Executive Director General Counsel Chief Technology Officer Chief Information Officer
Assistant Chief Financial Officer Acting Chief Financial Officer Private Secretary II MPI Analyst

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

MPI Analyst

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

5

How many of those were African American?

1

Please list position titles.

General Counsel Assistant Chief Financial Officer MPI Analyst MPI Analyst (African American hire) Private Secretary II

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Illinois Statewide Training clearinghouse is available for use by all employees. <http://www.intra.state.il.us/tch/>. As the agency is new, at this time no other sponsored training opportunities are available. However, the agency supports its employees in their efforts to obtain professional development and related subject matter training from resources outside the agency.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

All agency positions are posted on the State of Illinois "Work for Illinois" website to make certain the positions are available to a diverse candidate pool. Positions are also posted on the agency website and Facebook page and may be posted on job search forums, including Monster and Careerbuilder.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Insurance

Director/Secretary: Anne Melissa Dowling

Submitted: 12/16/2015 11:51:00 AM

Certification: I Agree

Individual Information: Diana Villamil Zuver, Assistant General Counsel, 122 S. Michigan Ave, 19th Floor, Chicago, IL 60603, 312-814-8135, diana.v.zuver@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

5	Officials and Managers
19	Professionals
3	Technicians
0	Protective Service Workers
3	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

76	Officials and Managers
105	Professionals
49	Technicians
0	Protective Service Workers
8	Para-Professionals
11	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

249

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The agency utilizes Shared Services to assist in monitoring successes concerning minority hiring. Position titles filled by African Americans during the fiscal year include: Insurance Performance Analysts I, Insurance Company Field Staff Examiner Trainee, Workers Compensation Insurance Compliance Investigator, Accountant Advanced, Internal Auditor, and Information Performance Analyst I.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Officials and Managers: 3 decrease Professionals: 2 increase Technical: 1 decrease
Paraprofessionals: 1 increase

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Agency uses Shared Services for a majority of its hiring needs, including recruitment and interviewing. However, the Agency recognizes the advantages of a diverse workforce and aims to employ workers from different backgrounds. These goals are discussed in both senior staff and HR meetings. Underutilization is communicated to Shared Services. Further, as part of the hiring process, the EEO Officer is required to complete a Hiring Monitor form, which addresses the Agency's compliance with hiring mandates.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

5

Please list the position titles.

5 - PSA

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 15?

133

In how many Rutan panel interviews did African American interviewers participate?

4

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Agency uses Shared Services for a majority of its hiring needs, including recruitment and interviewing. However, the Agency recognizes the advantages of a diverse workforce and aims to employ workers from different backgrounds. These goals are discussed in both senior staff and HR meetings. Position titles that were frequently filled internally and externally during the fiscal year include: PSAs, SPSAs, Insurance Performance Examiners I, Insurance Analysts (I and II), Office Associates, Accountant Advanced, Workers Compensation Insurance Compliance Investigators and Actuarial Assistants. Of those, the Insurance Performance Examiner I and Workers Compensation Insurance Compliance Investigator position titles were filled by African Americans.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

47

Please list the position titles.

2-ACCOUNTANT 4-ACCOUNTANT ADVANCED 1-ADMINISTRATIVE ASST 2 1-CHIEF INTERNAL AUDITOR 2-INFORMATION SYSTEMS ANALYST 1 1-INFORMATION SYSTEMS ANALYST 2 2-INSURANCE PERFORMANCE EXAMINER 3 2-INSURANCE ANALYST 2 2-INSURANCE ANALYST 3 4-INSURANCE ANALYST 4 4-INSURANCE COMPANY FIELD STAFF EXAMINER 2-INSURANCE COMPANY FIELD STAFF EXAMINER TRAINEE 1-OFFICE ASSOCIATE 1-OFFICE COORDINATOR 1-OFFICE SPECIALIST 1-PRIVATE SECRETARY 2 6-PUBLIC SERVICE ADMINISTRATOR 10-SENIOR PUBLIC SERVICE ADMINISTRATOR

How many of those were African American?

8

Please include job titles that were vacated by African Americans.

3-ACCOUNTANT ADVANCED 1-INSURANCE COMPANY FINANCIAL EXAMINER TRAINEE 1-INSURANCE ANALYST 3 1-PUBLIC SERVICE ADMINISTRATOR 2-SENIOR PUBLIC SERVICE ADMINISTRATOR

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

43

How many of those were African American?

7

Please list position titles.

1-ACCOUNTANT ADVANCED 1-INSURANCE COMPANY FIELD STAFF EXAMINER TRAINEE 1-INTERNAL AUDITOR I 1-WORKERS COMP INSURANCE COMPLIANCE INVESTIGATOR 1-INFORMATION SYSTEMS ANALYST I 1-INSURANCE PERFORMANCE EXAMINER 1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Retention of skilled employees is fundamental to the success of the Agency. Staff is generally allowed to take state-sponsored courses and quality, free programs in their local community to increase skills.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Agency utilizes Shared Services for a majority of its hiring needs. The EEO Officer monitors underutilization and reviews the Hiring & Promotion Monitors received from Shared Services to ensure compliance with all hiring mandates.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

3

How many were African American Veterans?

1

2016 State African American Employment Plan Survey

Agency: Investment Board

Director/Secretary: William R. Atwood

Submitted: 12/21/2015 2:46:00 PM

Certification: I Agree

Individual Information: Alise White, Deputy Executive Director, 180 N. LaSalle St Chicago Illinois 60601, 312-793-5714, alise.white@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

3	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

5	Officials and Managers
4	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

11

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

There are 4 positions filled with African American females: The Deputy Executive Director - promoted from within. Originally hired as Chief Fiscal Officer. The Chief Fiscal Officer - hired externally The Investment Compliance Officer - hired externally Private Secretary to the Executive Director - hired externally

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes we hired the Investment Compliance Officer.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

I keep up to date on all EEO compliance issues during my meetings with our Department of Human Rights liaison Chet Pinski. I review the bulletins on EEO issues that he provides. I am a member of SHRM Society for Human Resource Management and I review their materials.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

3

Please list the position titles.

Deputy Executive Director Chief Fiscal Officer Investment Compliance Officer

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

As of June 30, 2015 one position was filled by external posting on the Chicago Bar Association website, the Illinois CPA Society website and posting with all of the top tier law schools in the

Chicago land area.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

1

Please list the position titles.

Chief Information Officer

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

0

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

2

How many of those were African American?

1

Please list position titles.

Investment Compliance Officer Manager of Risk and Analytics

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Executive Director routinely reviews internal staff qualifications when promotional opportunities become available. Also all staff is encouraged to participate in ongoing career training from external organizations including professional associations.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Illinois State Board of Investment is a very small agency so there is no underutilization in minority categories.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Candidates are sourced through temp to perm arrangements, university recruiting and professional association recruiting.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

There were no recommendations provided.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Alise White

Title: Deputy Executive Director

Is this person an Executive senior staff member?: yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

On campus recruiting and professional association recruiting. Also networking with recruiters in various employment agencies.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Juvenile Justice

Director/Secretary: Candice Jones

Submitted: 12/21/2015 9:37:00 AM

Certification: I Agree

Individual Information: Fernando Chavarria, Acting Chief, EEO/AA, 100 W. Randolph St. Ste. 4-200
Chgo. IL 60601, (312) 814-3790, Fernando.Chavarria@doc.illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

18	Officials and Managers
288	Professionals
0	Technicians
0	Protective Service Workers
3	Para-Professionals
5	Office and Clerical
4	Skilled Craft Workers
14	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

54	Officials and Managers
827	Professionals
14	Technicians
0	Protective Service Workers
20	Para-Professionals
22	Office and Clerical
31	Skilled Craft Workers
53	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,021

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
165	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
4	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

Our agency conducts a statistical analysis each quarter to monitor underutilization. Also both Hiring and Promotion monitors are reviewed to monitor if underutilization is being addressed in each Region. Currently, IDJJ is not underutilized in African Americans in any EEO job categories.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes, Officials and Managers +2; Professionals + 14; Technicians -2; Para-Professionals -4
Skilled CraftWorkers +3 Service-Maintenance -1

How many Human Resources staff does your agency have?

8

How many of those Human Resources staff are minorities?

3

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO Officer reviews recommendations for hires, promotions or transfers completed on a Hiring and Promotional monitor prior to any commitments being made to fill a position. During FYI 15 recruiters participate in job fairs and recruitment activities that target African Americans that are sponsored by educational institutions and governmental entities. IDJJ has participated in the LWIA Pilot in Chicago and the Quad Cities.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

16

Please list the position titles.

Director, Chief of Staff, Deputy Director, School Superintendent, IYC SPSA PSA.

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

38

How many Rutan panel interviews were conducted during FY 15?

69

In how many Rutan panel interviews did African American interviewers participate?

11

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Recruiters participated in recruitment fairs sponsored by Community and educational institutions, informational sessions/ workshops focusing on the African American community. The Juvenile Justice Specilist Intern title is frequently filled. An outreach to Educators is being planned with CMS and Faith-based Organizations in Cook County.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

139

Please list the position titles.

SPSA/ PSA; Educator; Juvenile Specialist Intern; Juvenile Specialist; Juvenile Justice Supervisor; Juvenile Justice Youth & Family Specialist; Office Associate; Business Manager; Office Coordinator; Maintenance Craftsman; Psychologist; Social Worker.

How many of those were African American?

40

Please include job titles that were vacated by African Americans.

Juvenile Justice Specialist Intern; Juvenile Justice Specialist Yout h& Family Specialist; Juvenile Justice Specilaist; Juvenile Justice Supervisor; Office Associate; Business Manager; Office Assistant; SPSA/ PSA.

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

109

How many of those were African American?

41

Please list position titles.

JJS Intern; JJS Supervisor; Educator; SPSA/PSA,

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Staff opportunities for promotion exist within negotiated contratual language- Filing of Vacancies. Also the Upward Mobility Program is available and encouraged within IDJJ for career advancement.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

133

How many of those were African American?

64

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO Officer reviews recommendations for hires, promotions or transfers that are completed on Hiring and Promotion monitors prior to any commitments is made to fill the position.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

When an Open Competitive List is utilized for selection of candidates, a pattern is established by Shared Services such as every 5th person being invited to participate in the interview process.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

It was recommended that the Agency continue to hire and promote African Americans in order to reach parity in the underutilization categories.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Fernando Chavarria / Tamara Brown

Title: Acting Chief, EEO/AA / Affirmative Action Officer

Is this person an Executive senior staff member?: Yes / No

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The liaison serves as an Ex Officio on the African American Employment Plan Commission and monitors and track hiring goals for the agency. Recruiters will attend and participate in job fairs and informational workshops and focus on the hiring of Juvenile Justice Specialist Interns to target African American Candidates.

How many veterans were hired externally during the year?

15

How many were African American Veterans?

4

2016 State African American Employment Plan Survey

Agency: Labor Department

Director/Secretary: Director Hugo Chaviano

Submitted: 12/18/2015 4:40:00 PM

Certification: I Agree

Individual Information: Ann Pufundt (NOTE: "999" answers = info not available due to transition/change in administration), Director of Human Resources, 900 South Spring Street, Springfield, IL 62704, 217-557-0819, ann.pufundt@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 1 Officials and Managers
 - 3 Professionals
 - 5 Technicians
 - 0 Protective Service Workers
 - 5 Para-Professionals
 - 1 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 21 Officials and Managers
 - 33 Professionals
 - 31 Technicians
 - 0 Protective Service Workers
 - 13 Para-Professionals
 - 9 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

90

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
- 0 Professionals
- 0 Technicians
- 0 Protective Service Workers
- 0 Para-Professionals
- 0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

While the agency was at parity for African American employees in FY15, we continue to fill vacancies with the most qualified candidates and continue striving to maintain parity and/or address underutilization

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Through transition/change in administration and regular separation procedures (resignation, retirement): African American Officials/Administrators reduced by 1 African American Professionals reduced by 1 African American Technicians increased by 2 African American Office/Clerical reduced by 1

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

2

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Materials/meetings were not necessary as the agency was at parity for African American employees in FY15. However, the EEO/AA Officer continually monitors minority hiring through Department of Human Rights reporting. Legislative mandates are monitored by our Legislative Liaison in coordination with Human Resources staff.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

Hearings Referee (Administrative Law Judge) Public Service Administrator

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

999

In how many Rutan panel interviews did African American interviewers participate?

999

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Minority hiring is continually monitored by the EEO/AA Officer and Human Resources Staff in efforts to meet/maintain parity.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

28

Please list the position titles.

Office Associate, Labor Conciliator, Public Service Administrator, Senior Public Service Administrator, Private Secretary II, Public Safety Inspector

How many of those were African American?

6

Please include job titles that were vacated by African Americans.

Senior Public Service Administrator Labor Conciliator Office Assistant

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

25

How many of those were African American?

1

Please list position titles.

Office Associate, Labor Conciliator, Public Service Administrator, Senior Public Service Administrator, Private Secretary II, Public Safety Inspector

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Employee participation in the Upward Mobility Program and Minorities in Government Conferences

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

6

How many of those were African American?

2

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Completion of Hiring Monitors when filling vacancies

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

n/a

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

n/a

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: n/a

Title: n/a

Is this person an Executive senior staff member?: n/a

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

n/a

How many veterans were hired externally during the year?

4

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Labor Relations Board

Director/Secretary: Melissa Mlynski

Submitted: 12/17/2015 10:12:00 AM

Certification: I Agree

Individual Information: Carla Stone, Personnel Manager, 160 N LaSalle Street, S-400, Chicago, 60601, 312.793.6426, carla.stone@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 1 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 3 Officials and Managers
 - 12 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 1 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

15

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The ILRB hired an African American candidate in the Public Admin Intern from the Open Competitive list of eligibles. When the ILRB is recruiting for a professional position (licensed attorney) the personnel manager post the vacancy with African American legal associations.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes. The agency hired an African American in the Public Admin Intern vacancy.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

It is the responsibility of the Executive Director, General Counsel, Deputy General Counsel and the Personnel Manager to comply with the mandates of the African American Employment Plan; Also, the Personnel Manager completes and submits the Agency's EEO/AA Plan to the Illinois Department of Human Rights and reviews with the Executive Director to determine underutilized positions.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

1

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The ILRB completes the EEO/AA Plan. The senior staff is notified, if any of the underutilized

positions and will be addressed during the hiring process. The ILRB is not underutilized in any category. Quarterly reports are also submitted to the Illinois Department of Human Rights. Also, when recruiting for a professional position (licensed attorney) the personnel manager post the vacancy with African American legal associations. By posting with various African American groups such as the African American Bar Association we are able to meet our goal of employing African Americans in our professional category. The ILRB is in the process of promoting an African American Male to a higher level position

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

2

Please list the position titles.

SPSA Technical Adviser II

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

0

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

1

Please list position titles.

Public Admin Intern

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

ILRB has the Public Admin Intern program that it utilizes to provide employees with the opportunity for career enhancement within the agency. Also, in an effort to recruit individuals the ILRB post all vacancies on the Work Illinois websites as well as various law schools and Bar Association websites.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 15, how many were African American?

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Personnel Manager reminds hiring staff of the AAEP whenever there is an opportunity to hire.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

When random selection is available, qualified candidates from all EEO/AA categories are invited for interview.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Labor Relations Board - Educational

Director/Secretary: Victor Blackwell

Submitted: 12/18/2015 10:57:00 AM

Certification: I Agree

Individual Information: Renee Strickland, Personnel Manager, 160 N. LaSalle St., Suite N-400, Chicago, IL 60601, 312-793-3245, renee.strickland@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 1 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 1 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 5 Officials and Managers
 - 5 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 2 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

10

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Individuals responsible for hiring decisions are aware of the mandates of the African American Employment Plan. The Agency's EEO/AA officer has participated in CMS training/meetings and has met with the Agency's EEO/AA liaison.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

SPSA, Executive Director

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 15?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Post employment opportunities(e.g. Work 4 Illinois website, law schools, etc.) None

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

1

Please list the position titles.

Public Service Administrator, 8L

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

None

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

0

Please list position titles.

Technical Advisor II

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

No agency programs available at this time

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Annual review of EEO/AA policy/plan and reports. No underutilization.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

When random selection is available, qualified candidates from all EEO/AA categories are invited for interview.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Victor Blackwell

Title: Executive Director

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Actively counsels, recruits, mentors and assists individuals interested in employment/intern opportunities.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Law Enforcement Training and Standards Director/Secretary: Kevin McClain

Submitted: 12/7/2015 8:30:00 AM

Certification: I Agree

Individual Information: Anthony Raffety, Program Manager, 4500 S. 6th St. Rd., Springfield, IL. 62703, 217-782-4540, anthony.raffety@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 0 Officials and Managers
 - 1 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 5 Officials and Managers
 - 14 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 7 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

18

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

While the Law Enforcement Training and Standards Board has fewer than 10 employees in each job category in each region, we do employ an EEO Officer that monitors every stage of the hiring process, manages grievances, and completes quarterly and annual human rights reports to ensure compliance with all legislative mandates for Equal Employment Opportunity and Affirmative Action.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

1

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by African Americans.

While the Law Enforcement Training and Standards Board has fewer than 10 employees in each job category in each region, we do employ an EEO Officer that ensures compliance with all legislative mandates for Equal Employment Opportunity.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

1

Please list the position titles.

SENIOR PUBLIC SERVICE ADMINISTRATOR

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

3

How many of those were African American?

0

Please list position titles.

PRIVATE SECRETARY ACCOUNTANT ADVANCED POLICE TRAINING SPECIALIST

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increase the number of African Americans in supervisory and management positions.

N/A

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

N/A

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Lottery

Director/Secretary: B.R. Lane

Submitted: 12/7/2015 12:01:00 PM

Certification: I Agree

Individual Information: Lydia S. Mills, HR Liaison; Labor Relation, EEO & AA Officer, 101 West Jefferson Street M/C 3-970 Springfield, IL 62702, 217-524-5252, Lydia.S.Mills@Illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

3	Officials and Managers
10	Professionals
0	Technicians
0	Protective Service Workers
2	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

3	Officials and Managers
10	Professionals
0	Technicians
0	Protective Service Workers
2	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

136

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers

0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

As of June 30, 2015 the Illinois Lottery employed 136 employees, of the 136 employees 16 or 11.76% were African American.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There were no increases or decreases in the number of African Americans.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Lottery hiring, interviewing efforts are done by the Administrative & Regulatory Shared Services Center. The A&R Shared Services staff is Rutan Certified and mandated to follow all applicable state of Illinois Personnel rules and regulations.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

13

Please list the position titles.

Sr. Public Service Administrator Public Service Administrator Administrative Assistant II Lottery Sales Representatives

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 15?

25

In how many Rutan panel interviews did African American interviewers participate?

1

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The A&R Shared Services Recruitment & Selection Staff follow prescribed recruitment and hiring procedures that are outlined in the State of Illinois Interview and Selection Criteria and Technical

Manual. Vacant positions are advertised on Center Management Services employment web site. Lottery Sales Representative was the most frequently filled externally by African Americans.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

18

Please list the position titles.

Lottery Sales Rep. Office Coordinator Lottery Telemarketing Rep.
Lottery Regional Coordinator Public Service Administrator Executive Sec. I Executive I General
Counsel Chief Internal Auditor Office Associate Private Secretary

How many of those were African American?

2

Please include job titles that were vacated by African Americans.

Private Secretary Office Coordinator

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

28

How many of those were African American?

3

Please list position titles.

Director Public Service Administrator Private Secretary

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Central Management Services sponsors career enhancement and self development classes to employees at no cost. It also sponsors training programs in a variety of subjects and administers the Upward Mobility Program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Lottery Hiring, interviewing efforts are done by the A&R Shared Services Center. The A&R Shared Services staff is Rutan Certified and manage to follow all applicable state of Illinois Rules and Regulations. In addition, Lottery's EEO Officer reviews and signs off on all hiring and promotional monitors.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Once again, random selection method is done by A&R Shared Services.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Military Affairs

Director/Secretary: Richard J. Hayes Jr.

Submitted: 12/9/2015 12:23:00 PM

Certification: I Agree

Individual Information: Anthony L. Boster, Director of State Personnel, 1301 N. MacArthur Blvd,
Springfield, IL 62702, 217.761.3745, anthony.l.boster.nfg@mail.mil

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 1 Officials and Managers
 - 2 Professionals
 - 1 Technicians
 - 3 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 13 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 6 Officials and Managers
 - 55 Professionals
 - 10 Technicians
 - 36 Protective Service Workers
 - 3 Para-Professionals
 - 6 Office and Clerical
 - 10 Skilled Craft Workers
 - 93 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

219

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

This Department is at parity with African American Hiring.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

The Department had a decrease of two African American in Service Maintenance. One individual retired and the other transferred to IDOT.

How many Human Resources staff does your agency have?

6

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

All personnel from this Department have been trained in the State of Illinois Hiring and Interview course prior to any involvement in this process.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

Military Executive Military Program Supervisor

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 15?

44

In how many Rutan panel interviews did African American interviewers participate?

8

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Department maintains hiring practices as required by the requirements of the State of Illinois. No special Employment Plan will be implemented by this Department to fill positions based on EEO Categories in which it maintains parity.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

Please list the position titles.

Building Grounds Laborer Building Grounds Maintenance Worker Military Administrative Clerk
Military Crash Fire Rescue III Military Crash Fire Rescue I Military Security Police I Military
Maintenance Engineer Military Engineering Technician Military Judge Advocate

How many of those were African American?

5

Please include job titles that were vacated by African Americans.

Building Grounds Laborer Building Grounds Laborer Building Grounds Laborer Building
Grounds Laborer Building Grounds Laborer

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

29

How many of those were African American?

3

Please list position titles.

Building Grounds Laborer Building Grounds Laborer Electrician

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

This Department provides no special programs, this Department maintains parity.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

This Department is at parity, however the Director of Personnel is the EEO for the Department and ensure compliance.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

When open competitive lists are too large to conduct 100% interviews, this Department randomly selects every certain number of unnamed applicants.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

None

How many veterans were hired externally during the year?

23

How many were African American Veterans?

1

2016 State African American Employment Plan Survey

Agency: Natural Resources

Director/Secretary: Wayne Rosenthal

Submitted: 1/8/2016 10:52:00 AM

Certification: I Agree

Individual Information: Jay Johnson, EEO Officer, One Natural Resources Way, Springfield, IL 62702, 217/782-2662, jay.johnson2@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

4	Officials and Managers
12	Professionals
1	Technicians
1	Protective Service Workers
0	Para-Professionals
3	Office and Clerical
1	Skilled Craft Workers
5	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

223	Officials and Managers
384	Professionals
58	Technicians
143	Protective Service Workers
74	Para-Professionals
69	Office and Clerical
10	Skilled Craft Workers
276	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,272.5

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

1	Officials and Managers
3	Professionals
0	Technicians
10	Protective Service Workers
3	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
7	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The agency continues to monitor and study all minority numbers but continues to have difficulty in increasing diversity within the agency. For positions that become vacant, the agency actively recruits and seeks minority candidates when opportunities arise. When selecting candidates from open competitive, blind lists, the Office of Human Resources selects minority candidates for interview pools. Most positions filled externally include Office Associate, Office Assistant, Civil Engineer, Well Inspector, Natural Resource series titles, Site Technicians, etc.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes. Decrease in Officials/Administrators, Paraprofessionals and Service/Maintenance. Decreases were due to change in Administration, retirements, personnel changes in accordance with collective bargaining agreements and hiring lags.

How many Human Resources staff does your agency have?

13

How many of those Human Resources staff are minorities?

11

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Recruiting staff has attended various training sessions that address equality, discrimination and workplace obstacles. The EEO Office seeks additional training on a regular basis in order to remain current on EEO issues and continues to remind all staff, specifically executive office directors, of hiring goals. Additionally, the EEO Officer has an active role in the hiring process within the Office of Human Resources to monitor hiring practices to ensure directives and goals are being addressed.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

PSA

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

5

How many Rutan panel interviews were conducted during FY 15?

213

In how many Rutan panel interviews did African American interviewers participate?

10

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The DNR, in cooperation with CMS, has developed new testing and examining procedures for professional titles which will increase candidate pools and recruitment opportunities. These changes will provide more frequent, faster exams and grading opportunities for DNR titles. Some exams may be offered during a scheduled period throughout the year. Additionally, the DNR will be requesting "statewide" open competitive lists which will capture all candidates across the state of Illinois. With these changes, recruiters will be able to offer more opportunities with the DNR to college recruiters, job fair attendees and others who have expressed interest in working with IDNR. Changes to DNR's Employment Opportunities webpage will continue to improve with these changes. The DNR has identified and developed DNR-specific titles to include more "trainee" opportunities that will provide a career path to full-time, coded positions. These trainee titles will be presented to job fair organizers and college recruiters to develop partnerships for these programs designed to increase diversity and opportunities in the Department. Along with the trainee titles, the DNR will seek entry level opportunities which generally already have large candidate pools. Most positions filled externally include Office Associate, Office Assistant, Civil Engineer, Well Inspector, Natural Resource series titles, Site Technicians, etc. There were 6 African Americans hired into temporary positions and 1 African American hired full-time.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

120

Please list the position titles.

Conservation Police Officer, Office Associate, Civil Engineer, Site Technician, Student Intern, Site Superintendent, Account Technician, Site Assistant Superintendent, Well Inspector, Land Reclamation Specialist, SPSA, PSA, Storekeeper, Natural Resource Manager, Office Coordinator, Human Resources Specialist, Technical Advisor, Private Secretary, Conservation Grants Administrator, Natural Resources Technician, Building Grounds/Laborer, Executive Secretary, Accountant Advanced, Guard, Museum Technician.

How many of those were African American?

5

Please include job titles that were vacated by African Americans.

SPSA, PSA, Human Resources Specialist

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

210

How many of those were African American?

9

Please list position titles.

Site Technician Office Assistant Conservation Education Representative

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The majority of positions within the Department are covered by a collective bargaining agreement and most are filled in accordance with those respective agreements. The Department continues to allow all staff to attend any requested self-development training in order to increase opportunities for advancement.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

30

How many of those were African American?

1

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

6

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO Officer and the Human Resources Director have partnered to develop a more proactive approach to recruitment and hiring. With changes made to testing and examining procedures, the Department expects diversity to increase in the coming months and when the opportunity to hire is available. The EEO will continue to have an active role in the hiring process within the Office of Human Resources to monitor hiring practices to ensure directives and goals are being addressed.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The Department utilizes a computer program to generate the random selection of candidate numbers from open competitive, blind lists. If no minorities are selected from the random draw, either the Human Resources Director or the EEO Officer will make recommendations to add candidates with minority status to the interview pool.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

From recommendation, the Department has sought new ways to increase diversity overall on a statewide basis. The Human Resources Director and the EEO Officer have implemented new testing and examining procedures with CMS to address underutilization overall. Additionally, the Department has identified titles within the Department where "trainees" could be utilized. The Department did develop additional trainee titles with identified targeted titles for full-time, coded and certified career paths. These changes will allow the Department actively recruit for DNR specific areas on a statewide basis and within a shorter timeframe.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Jay Johnson

Title: PSA (EEO Officer & Recruiter)

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The EEO Officer actively meets with community leaders and organizations to discuss career opportunities within the Department. Furthermore, the EEO Officer is a member of the Executive Staff of the Department, reports to the Director of the Department and attends all Executive Staff meetings to address overall hiring within the Department.

How many veterans were hired externally during the year?

43

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Office of Executive Inspector General

Director/Secretary: Acting EIG Margaret A. Hick

Submitted: 12/18/2015 4:23:00 PM

Certification: I Agree

Individual Information: David Morrison, Director of Ethics Training & Compliance / EEOO, 69 West Washington St., Ste 3400, 312-814-1932, David.Morrison@Illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
6	Professionals
2	Technicians
0	Protective Service Workers
1	Para-Professionals
4	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

5	Officials and Managers
26	Professionals
21	Technicians
0	Protective Service Workers
4	Para-Professionals
11	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

67

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
1	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The OEIG is an exempt non-code agency. Therefore, the OEIG does not participate in the CMS African American Employment Plan. However the OEIG strives for and has a diverse workforce.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

The OEIG is an exempt non-code agency. However the OEIG strives for and has a diverse workforce. Overall, the number of African Americans employed by the agency declined from 14 to 13, as total employment declined from 75 to 67.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

N/A - The OEIG is an exempt non-code agency. However the OEIG strives for and has a diverse workforce.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

6

Please list the position titles.

Assistant Inspector General; Supervisor of Information Technology & Computer Forensics; Deputy Inspector General; Deputy Director Ethics Training & Compliance; Ethics Training Program Manager.

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

N/A - The OEIG is an exempt non-code agency. However the OEIG strives for and has a diverse workforce. The success of the OEIG in diverse hiring is demonstrated by the fact that the OEIG

meets or exceeds hiring goals for African Americans, as determined with the DHR formulas, in all categories but one.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

19

Please list the position titles.

Administrative Assistant; Assistant Inspector General; Chief of Staff; Deputy Inspector General; Deputy Inspector General and Chief; Director of Finance and Administration; Director of Human Resources; Investigator; Special Counsel; Supervisor of Information Technology/Computer Forensics

How many of those were African American?

4

Please include job titles that were vacated by African Americans.

Administrative Assistant; Director of Human Resources

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

18

How many of those were African American?

5

Please list position titles.

Administrative Supervisor; Assistant Inspector General; Director of Human Resources; Investigator; Supervisor of Information Technology & Computer Forensics.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

N/A - The OEIG is an exempt non-code agency. However the OEIG strives for and has a diverse workforce.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

2

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

N/A - The OEIG is an exempt non-code agency. However, the OEIG strives for and has a diverse work force.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A - The OEIG is an exempt non-code agency.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Pollution Control Board

Director/Secretary: Gerald M. Keenan

Submitted: 12/21/2015 11:21:00 AM

Certification: I Agree

Individual Information: Kathy Griffin, CFO, 1021 N. Grand Ave. East, Springfield, IL 62702, 217-524-8512, Kathy.Griffin@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 0 Officials and Managers
 - 1 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 1 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 14 Officials and Managers
 - 6 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 4 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

22

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Board currently has no underutilization in the African American category. When a vacancy occurs, the Board seeks qualified candidates through job postings, applications, and resumes.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

All administrative staff and management are aware of any areas where underutilization exists. Qualified candidates are sought to fill those vacancies when they occur.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Discussions are held with upper management regarding areas of underutilization.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

3

Please list the position titles.

PSA - Option 1 Executive II Private Secretary I

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

0

Please list position titles.

PSA - Option 8L

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Due to the size of the Board there are not any promotional programs other than Upward Mobility for staff.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Vacancies are posted on the Work4Illinois website. Applications are accepted during that process. Vacancies are also shared with other IDHR liaisons.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations were received.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Prisoner Review Board

Director/Secretary: Craig Findley

Submitted: 12/18/2015 1:45:00 PM

Certification: I Agree

Individual Information: Nikki Damhoff, Chief Administrative Officer, 319 E. Madison, Suite A, Springfield, IL 62701, 217-782-7273, Nichole.Damhoff@Illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 1 Officials and Managers
 - 1 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 1 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 3 Officials and Managers
 - 3 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 7 Para-Professionals
 - 8 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

21

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The agency reviews the hiring processes and headcount on a quarterly basis. Once a position is approved for funding, the EEO officer will review for any underutilized category and advises the appropriate staff of the necessary criteria.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Participate in EEO training, reviewing new rule and regulations and attending regular Personnel Manager's meetings for latest updates.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Chief of Operations

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 15?

4

In how many Rutan panel interviews did African American interviewers participate?

4

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

n/a

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

0

Please list the position titles.

n/a

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

n/a

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

4

How many of those were African American?

0

Please list position titles.

Office Assistant Office Assistant Office Coordinator Public Administrative Intern

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Upward Mobility, computer training and self development courses offered by Central Management Services or other state agencies.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

By reviewing the EEO reports and monitoring all hiring criteria and participates on the interview panels.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

n/a

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

none

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: n/a

Title: n/a

Is this person an Executive senior staff member?: n/a

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

n/a

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Property Tax Appeal Board

Director/Secretary: Louis Apostol

Submitted: 12/9/2015 7:33:00 AM

Certification: I Agree

Individual Information: Becky Hesse, Fiscal Officer, 402 Stratton Office Building, Springfield, IL 62706, 217/557-0122, becky.hesse@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 1 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 4 Officials and Managers
 - 17 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 8 Para-Professionals
 - 4 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

33

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

One Office Assistant position was filled by an African American individual through veteran's preference.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

PTAB hired one African American individual in FY15.

How many Human Resources staff does your agency have?

0

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

PTAB is a small agency with only 33 full-time staff. Job openings are very few and subject to budget appropriations. The Executive Director has encouraged management staff to consider African American candidates when job openings occur. This resulted in hiring an African American candidate in FY15.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

1

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

See Section 11.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

Please list the position titles.

Technical Advisor III Office Assistant Public Service Administrator Appraisal Specialist III

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

4

How many of those were African American?

1

Please list position titles.

Technical Advisor II Technical Advisor II Office Assistant Office Assistant

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

With the exception of administrative personnel, all job categories are covered by the AFSCME Collective Bargaining Agreement; promotional opportunities, and the upward mobility program, are covered within the contract language.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

1

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Property Tax Appeal Board is too small to calculate underutilization.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The PTAB did go to the open list for an Office Assistant title -- the method of random selection was by minority within the Veteran's preference list.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

1

How many were African American Veterans?

1

2016 State African American Employment Plan Survey

Agency: Public Health

Director/Secretary: Nirav D. Shah, M.D., J.D.

Submitted: 12/16/2015 5:25:00 PM

Certification: I Agree

Individual Information: Robin Tucker-Smith, EEO/AA Officer & ADA Coordinator, 69 W. Washington St., #3500, Chicago, Illinois 60602, 312-814-1041, robin.tucker@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

44	Officials and Managers
102	Professionals
3	Technicians
0	Protective Service Workers
8	Para-Professionals
9	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

321	Officials and Managers
648	Professionals
34	Technicians
0	Protective Service Workers
54	Para-Professionals
93	Office and Clerical
0	Skilled Craft Workers
8	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,158

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers

0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

There was an increase in African American hiring within the following categories: Accountant Administrative Assistant I Environmental Health Specialist I Executive I Executive Secretary I Health Facilities Surveyor I Health Facilities Surveillance Nurse Public Health Program Specialist III Public Service Administrator Storekeeper I Technical Advisor II

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an overall increase in our African American staff of 1: Official/Administrators - Decrease of 1 Professionals - Increase of 6 Technicians - Decrease of 2 Paraprofessionals - Increase of 1 Office/Clerical - Decrease of 2 Service Maintenance - Increase of 1

How many Human Resources staff does your agency have?

10

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO Officer, Office of Human Resources, Community Health Manager and Center for Minority Health provide information to Deputy Directors regarding mandates. Senior Staff is responsible for disseminating compliance documentation. The EEO Officer approves all hires and promotion monitor forms prior to the hiring decision. Rutan certified staff and other staff involved in the hiring and interview process are guided by the Office of Human Resources in the process.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

42

Please list the position titles.

SPSA's - 9 PSA's - 33

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

44

How many Rutan panel interviews were conducted during FY 15?

74

In how many Rutan panel interviews did African American interviewers participate?

47

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

IDPH has participated in job and health fairs marketed to African Americans; posted job opportunities with the CMS Diversity Enrichment Office and participated in conferences and job fairs. IDPH has also recruited at the college/university level to provide students with internship opportunities. Senior Public Service Administrator Public Service Administrator Accountant Health Facilities Surveillance Nurse Health Facilities Surveyor I Executive I Office Coordinator Office Associate

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

118

Please list the position titles.

Accountant Administrative Assistant 1 Administrative Assistant 2 Cancer Registrar 2 Cancer Registrar 3 Chemist 2 Environmental Health Specialist 1 Environmental Health Specialist 3 Executive 1 Executive 2 Executive Secretary 3 Health Facilities Surveyor 1 Health Facilities Surveyor 2 Health Facilities Surveyor 3 Health Facilities Surveillance Nurse Information Systems Analyst Lab Quality Specialist 2 Methods & Procedures Advisor 2 Methods & Procedures Advisor 3 Methods & Procedures Career Associate 1 Methods & Procedures Career Associate 2 Office Administrator 3 Office Assistant Office Associate Office Associate SS Office Clerk Office Coordinator Oral Health Consultant Public Health Programs Specialist 1 SS Plumbing Inspector Private Secretary 2 Public Service Administrator Senior Public Service Administrator Storekeeper 1

How many of those were African American?

18

Please include job titles that were vacated by African Americans.

Health Facilities Surveyor 1 Health Facilities Surveyor 3 Health Facilities Surveillance Nurse Methods & Procedures Advisor 3 Office Coordinator Private Secretary 2 Public Service Administrator Senior Public Service Administrator

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

231

How many of those were African American?

36

Please list position titles.

Account Technician 1 Accountant Accountant Advanced Administrative Assistant I Administrative Assistant 2 Architect Assistant General Counsel Chief Internal Auditor Clinical Lab Technologist Disaster Services Planner Environmental Health Specialist 1 Environmental Health Specialist 2 Environmental Health Specialist 3 Executive Secretary 1 Executive Secretary 2 Executive I Executive 2 General Counsel Health Facilities Surveyor 1 Health Facilities Surveyor 2 Health Facilities Surveyor 3 Health Facilities Surveillance Nurse Human Resources Specialist Information Services Specialist 1 Information Services Specialist 2

Information Systems Analyst 2 Methods & Procedures Advisor 3 Methods & Procedures Career Associate 1 Office Administrator 3 Office Assistant Office Associate Office Coordinator Office Specialist PH Program Specialist 1 PH Program Specialist 2 PH Program Specialist 3 Plumbing Inspector Private Secretary 2 Public Service Administrator Senior Public Service Administrator Storekeeper 1 Student Intern Technical Advisor 2

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Training opportunities are available to staff via the ITRAIN system; additional job related trainings are posted on the agency intranet. Interested bargaining unit employees may enroll in the Upward Mobility Program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

27

How many of those were African American?

8

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

47

If your agency employed student workers/interns in FY 15, how many were African American?

13

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO Officer updates and forwards the underutilization report to the Human Resources Department responsible for selecting candidates in the open competitive hiring process; participates in the Rutan interview process; and oversees the hire/promotion monitor process ensuring minority candidates in underutilized areas are selected to participate in the interview process.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The random selection of candidates from the open competitive list is based on the total # of applicants on the list and the number of positions being filled with the goal of yielding 10-15 candidates per position; when underutilization exists all relevant candidates are included. IDPH also utilizes CMS Credential Verification codes to assess the candidate's educational level and experience.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations were provided.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Robin Tucker-Smith

Title: EEO/AA Officer & ADA Coordinator

Is this person an Executive senior staff member?: No

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The liaison and supporting staff have participated in job and health fairs marketed to African Americans; posted job opportunities with the CMS Diversity Enrichment Office; and participates in conferences and job fairs. In addition, job opportunities are shared with a network of key African American Staff throughout our agency.

How many veterans were hired externally during the year?

12

How many were African American Veterans?

2

2016 State African American Employment Plan Survey

Agency: Racing Board

Director/Secretary: Domenic DiCera

Submitted: 12/16/2015 9:58:00 AM

Certification: I Agree

Individual Information: Jackie Clisham, Director of Operations, 100 W Randolph; Ste 5-700, 312-814-8787, jackie.clisham@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 1 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 1 Office and Clerical
 - 2 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 8 Officials and Managers
 - 12 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 2 Para-Professionals
 - 9 Office and Clerical
 - 16 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

45

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Board completes and provides its annual AAP/EEO Plan to executive and other concerned staff. Accordingly, staff utilizes the plan to help guide its annual hiring and employee development and training goals.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Board works with CMS and the A&R Shared Services Center, meeting monthly with ARSS staff to discuss human resources/personnel-related matters of the Board. ARSS guides the Board in all hiring, interviewing and recruitment matters as described in the CMS State African American Employment Plan.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Chief Fiscal Officer

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 15?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Board utilizes CMS programs and processes geared exclusively toward African American employees. As turnover is minimal within the Board, there are no positions that are frequently

filled.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

5

Please list the position titles.

Executive Director General Counsel Director of Licensing Projects Coordinator Veterinarian Technician

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

0

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

0

Please list position titles.

Executive Director

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Board utilizes CMS programs and processes geared exclusively toward African-American employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

All hiring activities are coordinated by the ARSS Center. The EEO officer submits the EEO/AA quarterly reviews by IDHR to the ARSS Center and participates in the Hiring and Promotion Monitors.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

There have not been any recommendations.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Revenue

Director/Secretary: Connie Beard

Submitted: 12/17/2015 5:22:00 PM

Certification: I Agree

Individual Information: Chima Enyia, Equal Employment Officer, 100 W. Randolph St. Chicago, IL 60601, 312.814.3012, Chimaobi.Enyia@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

17	Officials and Managers
139	Professionals
39	Technicians
4	Protective Service Workers
17	Para-Professionals
11	Office and Clerical
1	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

201	Officials and Managers
819	Professionals
290	Technicians
14	Protective Service Workers
84	Para-Professionals
108	Office and Clerical
7	Skilled Craft Workers
4	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,644

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

At the end of June 2015, IDOR's African American employees totaled 205 (13.43%). Entry level clerical positions (Data Processing Assistants, Office Assistants and Office Clerks) are filled more easily by minorities because the Department has an opportunity to hire off of the open competitive list.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

-1 Male Officials and Administrators; -1 Male -5 Female Professionals; -7 Males -1 Female Technicians; + 1 Female Protective Services; +12 Female Para-Professionals; +2 Male -2 Female Office/Clerical; +1 Female Service/ Maintenance.

How many Human Resources staff does your agency have?

44

How many of those Human Resources staff are minorities?

2

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Interview & Selection is handled by the Administrative & Regulatory Shared Services Center. All staff is certified to conduct Rutan interviews and also ensures any non-A&R SSC staff that are participating on the interview panel are also active Rutan Certified interviewers prior to conducting the interviews. Staff is also training on how to review the Open Competitive lists to determine the race of candidates, if the job category and region of the position being filled is underutilized, and ensures those candidates are invited to participate in the Rutan interview. The Director of HR and Labor meet with the Director of Revenue on a bi-weekly basis to discuss progress and action plans towards Agency goals.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

17

Please list the position titles.

Executive 2, Office Administrator 4, Office Administrator 5, Public Service Administrator, Revenue Audit Supervisor, Senior Public Service Administrator

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

14

How many Rutan panel interviews were conducted during FY 15?

674

In how many Rutan panel interviews did African American interviewers participate?

49

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

In order to increase minority hiring, IDOR posts all vacancies on the Work4Illinois website, notifies the Department of Human Rights and the minority organizations on its distribution list of openings. The Shared Services staff works the eligibility list when applicable and interview minority candidates on the list in the underutilization categories. The Shared Services Center also maintains a FACEBOOK page where people who follow the Shared Services Center can get up-to-date information on our job postings. IDOR Staff also attended many job fairs/employment workshops throughout the year. This year Illinois Department of Revenue instituted strategic workshops focused on identifying all positions which the department frequently hires from the general public. At these workshops, individuals are asked to complete their CMS 100s on site in order to acutely increase diversity on eligibility lists.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

248

Please list the position titles.

Account Clerk 2, Account Technician 1, Account Technician 2, Accountant, Accountant Advanced, Administrative Assistant 1, Administrative Assistant 2, Chief Internal Auditor, Data Processing Assistant, Data Processing Specialist, Executive 1, Executive 2, Executive Secretary 1, GAAP Accountant, Guard 2, Human Resources Representative, Human Resources Specialist, Information Services Specialist 1, Information Services Specialist 2, Information Systems Analyst 1, Information Systems Analyst 2, Licensing Assistant, Liquor Control Special Agent 1, Office Assistant, Office Associate, Office Coordinator, Public Service Administrator, Revenue Computer Audit Specialist, Revenue Audit Supervisor, Revenue Auditor Trainee, Revenue Auditor 3, Revenue Tax Specialist Trainee, Revenue Tax Specialist 1, Revenue Tax Specialist 2, Revenue Tax Specialist 3, Revenue Collection Officer 1, Revenue Collection Officer 3, Senior Public Service Administrator, Student Intern/Worker, Tech Advisor 1, Tech Advisor 2, Tech Advisor 3, Tech Advisor Advanced Program Specialist

How many of those were African American?

27

Please include job titles that were vacated by African Americans.

Account Clerk 2, Account Technician 1, Accountant, Administrative Assistant 2, Executive 1, Licensing Assistant, Office Assistant, Office Coordinator, Public Service Administrator, Revenue Audit Supervisor, Revenue Auditor Trainee, Revenue Auditor 2, Revenue Auditor 3, Revenue Collection Officer 1, Revenue Collection Officer 3, Revenue Tax Specialist Trainee, Revenue Tax Specialist 2, Revenue tax Specialist 3, Senior Public Service Administrator,

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

370

How many of those were African American?

53

Please list position titles.

Account Technician 2, Administrative Assistant 2, Executive Secretary 1, GAAP Accountant, Human Resources Associate, Human Resources Representative, Information Services Specialist 1, Office Administrator 4, Office Assistant, Office Associate, Private Secretary II, Public Service Administrator, Revenue Audit Supervisor, Revenue Auditor Trainee, Revenue Collection Officer 1, Revenue Tax Specialist Trainee, Revenue Tax Specialist 1, Revenue Tax Specialist 3, Student Intern, Associate Director

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Department of Revenue shares the goal of the State of Illinois to provide employees in certain classifications with training and promotional opportunities through the Upward Mobility Program. AFSCME identifies and recruits employees for this program. In addition to the Upward Mobility Program, the Department established an internship program (Applied Studies Term) through the University of Illinois at Springfield, allowing participation in training programs through other state agencies. Additionally, the Department has a tuition reimbursement program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

27

How many of those were African American?

7

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

3

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Weekly meetings are held with the Chief of Staff, Human Resources staff, and the EEO Officer to review position vacancies and discuss underutilization. In addition, staff is trained on how to review the Open Competitive lists to determine the race of candidates, if the job category and region of the position being filled is underutilized, and ensures those candidates are invited to participate in the Rutan interview.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

A random selection from an open competitive list is done by the interviewer selecting a pattern of some sort. It can be 2 names from each page of names, every 10th name, the fifth name from each page, etc. If we are interviewing for a category that is underutilized we try and pick a pattern that will include as many candidates that fall into the underutilized category as possible.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

The Department of Revenue has not received any specific recommendations provided by AAEP Advisory Council, CMS or the Auditor General. DHR notifies the Department of any underutilization and monitors the Department's effort to reach/maintain minority hiring goals.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Chima Enyia

Title: Associate Director

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

In his IDOR liaison role, he attends the quarterly African American Employment Plan Advisory Council meetings to provide insight on hiring opportunities within the Department. Mr. Enyia also regularly coordinates strategic community and stakeholder hiring events/ workshops in addition to providing policy recommendations to IDOR senior leadership.

How many veterans were hired externally during the year?

23

How many were African American Veterans?

1

2016 State African American Employment Plan Survey

Agency: Sentencing Policy Advisory Council

Director/Secretary: Kathryn Saltmarsh

Submitted: 12/22/2015 11:49:00 AM

Certification: I Agree

Individual Information: Kathryn Saltmarsh , Executive Director , 401 S. Spring, #617, Springfield IL 62706, 217-558-4749, kathy.saltmarsh@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 2 Officials and Managers
 - 2 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 1 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

4

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

None

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

0

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

There has been no training due to the small staff and reliance on Public Safety Shared Services to insure compliance with all requirements. SPAC posted a position for a data manager in June, 2015 and specifically notified minority colleges and professional organizations of the job opportunity. Seven candidates were interviewed in August, 2015, of which 3 were African American.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

We had no agency activities specific to the AAEP. We did not have any frequently filled position titles.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

0

Please list the position titles.

N/A

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

0

Please list position titles.

Confidential Assistant/Research Analyst

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increase the number of African Americans in supervisory and management positions.

SPAC has no promotional programs due to our small size.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

We do not have an EEO office due to our small size. In addition, SPAC is exempt from the Personnel Code so the open competitive hiring process does not apply to SPAC. SPAC will continue to provide job postings to historically African American universities, post job openings through CMS, and provide notice of job openings to professional organizations with African American memberships.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: State Fire Marshal

Director/Secretary: Matt Perez

Submitted: 12/22/2015 2:11:00 PM

Certification: I Agree

Individual Information: Pamela Sargent, Executive II, 1035 Stevenson Drive, Springfield, IL 62703,
217/785-4717, Pam.Sargent@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 1 Officials and Managers
 - 2 Professionals
 - 1 Technicians
 - 2 Protective Service Workers
 - 1 Para-Professionals
 - 1 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 25 Officials and Managers
 - 55 Professionals
 - 18 Technicians
 - 15 Protective Service Workers
 - 5 Para-Professionals
 - 4 Office and Clerical
 - 0 Skilled Craft Workers
 - 2 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

126

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 1 Professionals
 - 1 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The agency has not completed any studies during this reporting period.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

This year the number of African Americans employed decreased in our Agency by two; one job title was in the Officials and Managers category, and one job title was in the Professionals category.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Human Resource functions are handled by the Public Shared Service Center. Executive Staff and EEO Officer are aware of the agency's underutilization categories.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

SPSA

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 15?

23

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Agency continues to use the same hiring and promotional tools listed in our AA Plan. The Agency posts all vacancies on the work4illinois.gov and Employment Security websites, notifies State of Illinois EEO Officers, agency employees, and all Legislators throughout the state of Illinois. Employment opportunities are available on our website with a link to work4illinois.gov.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

12

Please list the position titles.

2 - SPSA 2 - PSA 2 - Storage Tank Safety Specialist 2 - Arson Investigator II Boiler Safety Specialist Executive II Administrative Assistant II Office Specialist

How many of those were African American?

2

Please include job titles that were vacated by African Americans.

1 - SPSA Executive II

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

12

How many of those were African American?

0

Please list position titles.

2 - Fire Prevention Inspector I Fire Protection Specialist I PSA 3 - SPSA Boiler Safety Specialist Administrative Assistant I Storage Tank Safety Specialist Office Specialist Office Associate

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Upward Mobility (AFSCME) and Tuition Reimbursement (pending union negotiations) programs are available to employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Human Resource functions are handled by the Public Shared Service Center. Executive Staff and EEO Officer are aware of the Agency's underutilization categories. The Agency posts all vacancies on the work4illinois.gov and Employment Security websites, notifies State of Illinois

EEO Officers, agency employees, and all Legislators throughout the State of Illinois. Employment opportunities are available on our website with a link to work4illinois.gov.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations were provided.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: None.

Title: None.

Is this person an Executive senior staff member?: None.

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: State Police

Director/Secretary: Director Leo Schmitz

Submitted: 1/7/2016 2:51:00 PM

Certification: I Agree

Individual Information: Lieutenant Christy White, EEO Officer, 801 S 7th St, Suite 100-S,
Springfield, IL 62703, 217-782-1282, Christy_White@isp.state.il.us

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

12	Officials and Managers
51	Professionals
28	Technicians
148	Protective Service Workers
20	Para-Professionals
21	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

151	Officials and Managers
574	Professionals
311	Technicians
1,493	Protective Service Workers
96	Para-Professionals
178	Office and Clerical
8	Skilled Craft Workers
23	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

2,834

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
6	Professionals
2	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

Underutilization at the beginning of FY15 was 82 Females, 82 African Americans, 37 Hispanics, 26 Asians, and 16 American Indians. For minorities during the year, there were 79 opportunities and 16 or 20% (10 African Americans, 3 Asians and 3 Hispanics) addressed these goals.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

During FY15, there were 22 New Hires and 16 Separations of African American employees, with a net increase of 6 employees. African American New Hires during FY15 in EEO Categories: Professional 3, Technician 1, Protective Service 14, Office/Clerical 4 African American Separations (retirements, resignations, transfers to other agencies, etc.) during FY15 in EEO Categories: Professional 3, Technician 4, Protective Service 7, Office/Clerical 2

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Illinois State Police provides underutilization information when filling positions. The EEO Office reviews all hiring and promotion monitors, along with documentation justifying the decision, to ensure compliance. Division of Administration staff and the EEO Officer meet periodically to ensure compliance with CMS rules. The EEO Office provided Hiring and Promotion Monitor completion instructions to all divisions. The ISP incorporated the process within its policy and procedures (PER-009) to ensure the underutilization of minorities is considered. All Field Recruiters receive annual training by the EEO Office regarding underutilization and diversity as well.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

39

Please list the position titles.

Captains, Lieutenants, Master Sergeants, Public Service Administrators and Senior Public Service Administrators

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

32

How many Rutan panel interviews were conducted during FY 15?

58

In how many Rutan panel interviews did African American interviewers participate?

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The ISP Recruitment Unit attended 99 events during FY15 in an effort to recruit minority applicants to code and sworn positions. In addition to events, ISP Recruitment has been utilizing social media through Twitter and Facebook to reach additional candidates. A Physical Fitness Pre-Test was offered in November 2015 and allowed the candidates to take the physical fitness test and receive feedback on the different components that made up the 4-part test. Additionally, the Recruitment Unit disseminates new ISP job postings to outreach organizations throughout the State at the time of the posting. During FY15, the ISP hired 22 African American employees in the following EEO Job Categories: Office/Clerical, Professional, Protective Service, and Technician.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

148

Please list the position titles.

Account Technician II, Administrative Assistant I, Administrative Assistant II, Building/Grounds Laborer, Building/Grounds Maintenance Worker, Cadet, Captain, Communications Equipment Technician 1, Data Processing Technician, Electronic Equipment Installer/Repairer, Executive I, Firearm Eligibility Analyst I, Firearm Eligibility Analysis Trainee, Forensic Scientist III, Information Systems Analyst I, Information Service Specialist II, Lieutenant, Master Sergeant, Office Administrator III, Office Assistant, Office Associate, Office Coordinator, Office Specialist, Public Service Administrator, Reproduction Specialist, Sergeant, Senior Public Service Administrator, Stationary Engineer, Telecommunicator Specialist, Telecommunicator Supervisor, Telecommunicator Trainee, Trooper, Truck Weighing Inspector

How many of those were African American?

17

Please include job titles that were vacated by African Americans.

Cadet, Firearms Eligibility Analyst I, Information Systems Analyst I, Lieutenant, Master Sergeant, Office Assistant, Office Associate, Senior Public Service Administrator, Sergeant, Trooper

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

176

How many of those were African American?

22

Please list position titles.

Cadet, Forensic Scientist Trainee, Guard II, Information Service Specialist II, Office Assistant, Office Associate, Police Officer I, Telecommunicator Trainee, Truck Weighing Inspector

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

ISP civilian union employees are allowed and encouraged to participate in the Upward Mobility Program, which is a joint venture between the State of Illinois and the American Federation of State County and and Municipal Employees Collective Bargaining Unit (AFSCME). ISP employees are allowed and encouraged to participate in a variety of career enhancement programs offered through the Illinois Training Clearinghouse and Mobile Team Unit (MTU) training conducted by the Illinois Law Enforcement Training and Standards Board (ILETSB). Tuition reimbursement is distributed to ISP employees based on specific union contractual agreements.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

19

How many of those were African American?

5

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

139

If your agency employed student workers/interns in FY 15, how many were African American?

13

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The ISP Office provides underutilization information when filling positions. The ISP EEO Officer reviews all Hiring and Promotion monitors, along with documentation justifying the selection, to ensure compliance.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Public Safety Shared Services Center (PSSSC) staff handles the random selection of the open competitive hiring process and provide the names to the designated ISP Personnel Liaisons for each division. PSSSC Staff start at the beginning of the open competitive list and county out every other one, two, etc., depending on the ideal number of candidates the ISP needs.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

The AAEP had recommended developing a mechanism for measuring the success of our recruitment, utilizing social media and expanding our recruiting efforts to the central and southern region of the state. The Recruitment Section uses sign-in sheets for applicants to complete at events. The sheets document the race and gender of candidates, so we can use that information to determine which events attract a higher minority population. The Recruitment Section also has increased its use of social media through Facebook, Twitter and posting a recruitment video on You Tube. The Recruitment Section attended 99 events during FY15 around the state. We have a full time recruiter located in the central region and one in the Metro-East area, and both are committed to attracting a diverse pool of candidates from across the state.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Javaris Pratt

Title: Trooper

Is this person an Executive senior staff member?: No

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The ISP Recruitment Section seeks input from various resources regarding recruitment of diverse individuals, including African Americans. Resources such as a Diversity Advisory Council (quarterly meetings), which has African American members, the Association of Black Law Enforcement Officers (routinely sought as a recruitment resource and most recently met in October 2015) and the Central Management Services Diversity Enrichment Program are vital to the ISP Recruitment Plan.

How many veterans were hired externally during the year?

21

How many were African American Veterans?

3

2016 State African American Employment Plan Survey

Agency: State Police Merit Board

Director/Secretary: Ronald P Cooley

Submitted: 12/17/2015 11:22:00 AM

Certification: I Agree

Individual Information: Jenny Thornley, CFO, 531 Sangamon Ave Springfield, IL, 217-786-6244,
jthornley@ispmeritboard.org

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 1 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 4 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 3 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

7

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

We have recently in the past year been able to meet our goal of hiring an African American at the Merit Board. We will continue to advance in recruiting African American in higher level positions.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

increase of one person

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

We are keeping up with all information and training provided by the department of human rights. We try to reach out and capture a wide verity of applicant's for all posted positions. We have an average of one posted position a year.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

n/a

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

2

In how many Rutan panel interviews did African American interviewers participate?

1

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

We have 7 positions at the Merit Board. 1 of those positions is filled by an African American that position was filled in 2015. We looked for help with the department of human services which helped us get the posting out to more applicants in this area.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

1

Please list the position titles.

Private Secretary II

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

Public Admin Intern

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

1

Please list position titles.

Public Admin Intern which is a training program that promotes the individual to higher target title.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

human resources representative training program. We have one African American in this program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 15, how many were African American?

1

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Make sure the postings are up for at least 10 days, make sure human rights spreads around our postings to all areas.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

we did nor have random selection

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

none at this time but we strive to meet all requirements and we also strive to have a diverse staff at the merit board

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Ronald P Cooley

Title: Executive Director

Is this person an Executive senior staff member?: yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Makes sure that we are up to date on all recruitment information regarding African Americans.
Strives to hire the most qualified applicants in all areas.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: State Retirement Systems

Director/Secretary: Timothy B. Blair

Submitted: 12/10/2015 2:30:00 PM

Certification: I Agree

Individual Information: Kelley Gray, Human Resource Manager, State Retirement Systems, 2101 S. Veterans Parkway, Springfield, IL 62704, 217-785-7017, Kelley.Gray@SRS.Illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
2	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

19	Officials and Managers
46	Professionals
10	Technicians
0	Protective Service Workers
8	Para-Professionals
13	Office and Clerical
1	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

98

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers

0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

An Executive II position was filled by an African American female. Every opportunity to fill a vacancy SRS strives to hire minorities when possible. However, it is extremely difficult to hire minorities specifically due to the collective bargaining agreement.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes. 1 African American Female from the Paraprofessional EEO category retired.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Agency staff responsible for hiring, interviewing, recruitment and EEO attend monthly staff meetings in which these topics are routinely discussed so that all responsible staff are aware of any updates and the importance of compliance. Managers are also made aware when vacancies arise if there are underutilizations in the EEO category.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Executive II

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

9

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Office Associate - 0 African Americans SRS is aware of websites and organizations (Urban

League, Illinois Association of Minorities in Government, Rainbow PUSH Coalition, National Black Chamber of Commerce) to utilize when posting job vacancies. College and university job fairs, and the ability to post vacancies at the Department of Employment Security and Department of Labor are also available resources. However even with these resources, it is difficult to recruit minorities to fill vacancies due to the collective bargaining agreement. When eligibility lists are requested for vacancies minorities are selected when the level of education meets the requirements of the position.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

13

Please list the position titles.

Office Associate Public Service Administrator Retirement Systems Disability Specialist Methods & Procedures Advisor III Accountant Advanced Office Specialist

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Office Specialist

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

10

How many of those were African American?

1

Please list position titles.

Executive II

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Upward Mobility, state sponsored training classes and tuition reimbursement.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

3

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Human Resource Manager is also the EEO Officer and is responsible for compiling and submitting all EEO reports to the Department of Human Rights and is aware of underutilization in the EEO categories. When vacancies arise every effort is made to fill those vacancies with an underutilized minority.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Veterans preference is a a priority. However, if no veterans appear on the blind eligibility list minorities are selected as well as educational requirements of the position.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: NA

Is this person an Executive senior staff member?: NA

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

NA

How many veterans were hired externally during the year?

1

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Tax Tribunal

Director/Secretary: James M. Conway, Agency

Submitted: 12/16/2015 2:53:00 PM

Certification: I Agree

Individual Information: Kristene M. Callanta, Chief Administrative Officer, 160 N. LaSalle, Suite N-506, 312-814-4285, kristene.callanta@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

- 4 Officials and Managers
 - 1 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 1 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

3

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 0 Officials and Managers
 - 0 Professionals
 - 0 Technicians
 - 0 Protective Service Workers
 - 0 Para-Professionals
 - 0 Office and Clerical
 - 0 Skilled Craft Workers
 - 0 Service-Maintenance
-

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Tax Tribunal submits quarterly EEO/AA reports to the Dept. of Human Rights.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Agency completed its annual Affirmative Action/EEO Plan in FY16 which was circulated to its entire staff. Accordingly, staff will use the Plan to ensure it is in compliance with all legislative mandates of the African American Employment Plan.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 15?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Tax Tribunal will utilize the CMS posting system to announce vacancies to agencies/organizations throughout the State to increase the diversity of qualified applicants. The Agency also submits quarterly EEO/AA reports to the Dept. of Human Rights.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

0

Please list the position titles.

N/A

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

Please list position titles.

N/A

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Agency will utilize the CMS posting system to announce vacancies to agencies/organizations throughout the State to increase the diversity of qualified applicants.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

While there are few opportunities to address underutilization, the Tax Tribunal will utilize the CMS posting system to announce vacancies to agencies/organizations throughout the State to increase the diversity of qualified applicants.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Transportation

Director/Secretary: Randall S. Blankenhorn

Submitted: 12/21/2015 3:25:00 PM

Certification: I Agree

Individual Information: Erwin Lee Acox, Jr., Chief, Diversity Recruitment and Outreach, 100 West Randolph, 6-600, Chicago, Illinois 60601, 312-793-3517, erwin.acox@gmail.com

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

84	Officials and Managers
186	Professionals
88	Technicians
0	Protective Service Workers
12	Para-Professionals
3	Office and Clerical
0	Skilled Craft Workers
182	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

1,036	Officials and Managers
1,369	Professionals
572	Technicians
0	Protective Service Workers
131	Para-Professionals
44	Office and Clerical
37	Skilled Craft Workers
1,815	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

5,235

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

3	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
2	Skilled Craft Workers

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

In 2015, hiring slowed since the agency has been working with a federal hiring monitor. The agency recently completed an organization-wide vision plan, which will help drive the direction of the organization.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

In 2015, the African American workforce population is 529 In 2014, the African American workforce population was 554 In 2013, the African American workforce population was 560 In 2012, the African American workforce population was 537

How many Human Resources staff does your agency have?

239

How many of those Human Resources staff are minorities?

52

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Currently, the IDOT Office of Diversity Recruitment and Outreach (DRO) only recruits entry level civil engineers. However, in 2016, DRO will be integrated within the Bureau of Personnel Management in an effort to better coordinate their complimentary programs. DRO recruitment managers are trained to engage African American candidates. This training includes: Presentation skills, customer relations, community and student engagement.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

201

Please list the position titles.

Civil Engineer VI Civil Engineer VII Civil Engineer VIII Civil Engineer IX Technical Manager VI
Technical Manager VII Technical Manager VIII Technical Manager IX Technical Manager X

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

95

How many Rutan panel interviews were conducted during FY 15?

243

In how many Rutan panel interviews did African American interviewers participate?

47

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Each year, IDOT writes a recruitment plan to civil engineers. The agency plans to expand these efforts to other positions. Positions filled in FY15 are shown below. Numbers show increases and decreases in African Americans. Civil Engineer (-5) Engineer Technician (-7) Highway Maintainer (+7) Technical Manager (-20)

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

352

Please list the position titles.

Account Clerk II Account Tech I Accountant Accountant Advanced Admin Assistant I Aircraft Lead Dispatcher Aircraft Pilot II Automotive Mechanic Bridge Tender Civil Engineer Trainee Civil Engineer I Civil Engineer II Civil Engineer III Civil Engineer IV Civil Engineer V Civil Engineer VI Civil Engineer VII Civil Engineer VIII Deck Hand Engineering Tech I Engineering Tech II Engineering Tech III Engineering Tech IV Engineering Tech V Executive Secretary I Executive Secretary II Heavy Const Equip Opr Highway Maintainer Hwy Maint Lead/Lead Wkr Internal Auditor I Internal Auditor Trainee Land Surveyor IV Landscape Architect IV Maintenance Worker Office Assistant Office Associate Office Coordinator Operations Comm Specialist II Operations Supervisor I Operations Supervisor II Photogrammetrist IV Public Service Administrator Realty Specialist III Reproduction Services Tech II Safety Resp Analyst Suprv Silk Screen Operator Technical Manager I Technical Manager II Technical Manager III Technical Manager IV Technical Manager V Technical Manager VI Technical Manager VII Technical Manager VIII Technical Manager IX Technical Manager X Technical Advisor IV Technical Advisor V Vehicle Compliance Inspector Vehicle Permit Evaluator

How many of those were African American?

36

Please include job titles that were vacated by African Americans.

Civil Engineer I Civil Engineer II Civil Engineer III Engineering Tech I Engineering Tech II Engineering Tech III Engineering Tech IV Executive Secretary I Heavy Const Equip Opr Highway Maintainer Internal Auditor I Technical Manager II Technical Manager IV Technical Manager V Technical Manager VII Technical Manager VIII Technical Manager IX Technical Manager X

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

664

How many of those were African American?

102

Please list position titles.

Cartographer II Cartographer III Chemist II Chemist III Chemist I Chemist IV Chemist V Civil Engineer Trainee Civil Engineer I Civil Engineer II Civil Engineer III Civil Engineer IV Civil Engineer V Civil Engineer VI Civil Engineer VII Civil Engineer IX Comm Dispatcher Deck

Hand Electrical Engineer III Electrical Engineer IV Electrical Engineer V Engineering Tech I
Engineering Tech II Engineering Tech III Engineering Tech IV Engineering Tech V Executive
Secretary I Executive Secretary II Executive Secretary III Ferry Operator I Ferry Operator II
Flight Safety Coord Geologist III Heavy Const Equip Opr Highway Maintainer Human
Resources Associate Human Resources Representative Hwy Const Supv I Hwy Const Supv II
Hwy Maint Lead/Lead Wkr Info Services Specialist II Info Systems Analyst I Instrument
Designer Internal Auditor I Laborer Maintenance Land Surveyor I Land Surveyor II Land
Surveyor III Land Surveyor IV Landscape Architect III Landscape Architect IV Line Technician
I Maintenance Worker Management Tech I Management Tech II Management Tech III
Management Tech IV Office Administrator III Office Administrator IV Office Assistant Office
Associate Office Clerk Office Coordinator Office Specialist Operations Comm Specialist II
Operations Supervisor I Operations Supervisor II Photogrammetrist II Photogrammetrist III
Photogrammetrist IV Photographic Technician III Prop & Supply Clk II Public Service
Administrator Realty Specialist II Realty Specialist III Realty Specialist IV Realty Specialist V
Reproduction Services Tech II Reproduction Services Tech III Safety Resp Analyst Suprv
Safety Responsibility Analyst Sign Hanger Sign Hanger Foreman Silk Screen Operator
Stationary Engineer Storekeeper I Storekeeper II Switchboard Operator I Technical Manager I
Technical Manager II Technical Manager III Technical Manager IV Technical Manager V
Technical Manager VI Technical Manager VII Technical Manager VIII Technical Manager IX
Technical Manager X Technical Advisor III Technical Advisor IV Technical Advisor V Vehicle
Compliance Inspector Vehicle Permit Evaluator

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Employees are encouraged to improve their technical competence by pursuing and successfully completing appropriate courses of study in addition to accomplishing their regular duties. Training and education development includes continuing education, leadership training and on-the-job development opportunities. In these areas, IDOT offers the following: Tuition Reimbursement Program. Quality training and education development services are intended to:

- ensure employees continue to grow professionally,
- provide for a knowledgeable, motivated and productive workforce,
- improve employee skills, and
- provide a pool of talented and qualified personnel to fill positions as needed.

• Accelerated Leadership Proficiency Series (ALPS) • Executive Leadership Development Series (ELDS) • Growth and Training Education (GATE) • Professional Advancement of Career Engineers (PACE) • Special Training on Request (STOR) • Supervisor Training and Readiness Series (STARS)

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

37

How many of those were African American?

8

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

During the hiring process, the EEO Officer, who also completes the annual Affirmative Action Plan, reviews all hiring and promotion monitors to ensure that the hiring process is being conducted in a fair and equitable manner, and is working toward remedying areas of underutilization.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

A blind listing of eligibles is requested from CMS with no candidate names provided. To ensure a manageable number of interviews from this listing, the Bureau Chief may decide to select every other eligible candidate or every fifth or tenth candidate on the list depending on the number of candidates provided. A new eligible list is then requested from CMS with the requested selection criteria and candidate names are then provided to DOT. Those candidates are all chosen for the open competitive interview process for that position.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations were provided

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Erwin Lee Acox, Jr.

Title: Chief of Diversity Recruitment and Outreach

Is this person an Executive senior staff member?: No

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The liaison represents IDOT at African American Employment plan council meetings. Established a partnership with the Greater Chicago Women's Transportation Seminar (WTS) and Chicago Public Schools (CPS) to offer a program to increase awareness of transportation careers among young women attending CPS high schools. The WTS program had 60% participation from African American students. FHWA sponsored the National Summer Transportation Institute at the University of Illinois Chicago. The Institute is a summer camp that exposes students to careers in transportation and gives the the experience of being trained to and piloting an actual airplane. Participation was mostly African American and Hispanic students.

How many veterans were hired externally during the year?

189

How many were African American Veterans?

15

2016 State African American Employment Plan Survey

Agency: Veterans Affairs

Director/Secretary: Erica Jeffries

Submitted: 12/17/2015 12:29:00 PM

Certification: I Agree

Individual Information: Greg Dooley, EEO/ADA Officer, 833 S. Spring St. Springfield, IL 62794, 217-557-5667, greg.dooley@illinois.gov

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

3	Officials and Managers
21	Professionals
31	Technicians
4	Protective Service Workers
98	Para-Professionals
4	Office and Clerical
0	Skilled Craft Workers
22	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

55	Officials and Managers
278	Professionals
181	Technicians
19	Protective Service Workers
496	Para-Professionals
50	Office and Clerical
24	Skilled Craft Workers
205	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,325

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
14	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

As of June 30, 2015, the Department of Veteran's Affairs employed approximately 1308 employees not including part-time and those on LOA. Of those 1308 employees, 183 were African Americans. They were employed as Officials and Managers, Professionals, Technicians, Protective Service Workers, Para-Professionals, Office and Clerical and Service Maintenance.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

The number of African American employees decreased from 186 in FY 14 to 183 in FY 15.

How many Human Resources staff does your agency have?

20

How many of those Human Resources staff are minorities?

3

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Veterans' Affairs administrative staff responsible for the recruitment and selection process are all Rutan certified interviewers who are trained and mandated to follow all applicable State of Illinois Ethics and Personnel Code Rules and Regulations as well as the procedures outlined in the Human Rights Act. These individuals keep their knowledge current by participating in CMS, DHR, and agency conducted personnel meetings and training. In addition, there are multiple people involved in each interview and hiring initiative which provides a check and balance as well as oversight via management. The EEO Officer also carefully reviews every Hiring and Promotion Monitor to ensure the agency is in compliance with all the hiring and promotion policies.

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

HR Manager

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

10

How many Rutan panel interviews were conducted during FY 15?

142

In how many Rutan panel interviews did African American interviewers participate?

5

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

In order to assist in the implementation of the African American Employment Plan, the Department appointed the agency HR Manager to serve on the AAEP Council and to be a Liaison between the Council and the agency. The HR Manager attended and participated in all of the quarterly meetings and provided input and gave feedback to the agency Director when deemed necessary on issues with hiring African Americans. The HR Manager was also a key link to the community and assisted with local job and career fairs throughout the state. The department also expanded its field services programs to include employment recruiting.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

149

Please list the position titles.

Unknown

How many of those were African American?

17

Please include job titles that were vacated by African Americans.

Unknown

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

146

How many of those were African American?

26

Please list position titles.

Unknown

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

In accordance with section 303.390 of the CMS Personnel Rules, IDVA employees maybe eligible to participate in the tuition reimbursement program to further their career and professional development. In addition, AFSCME-represented employees and in some cases non-represented employees may be eligible to receive career advancement services through the Upward Mobility Program. IDVA may also allow its employees to participate in the State Of Illinois sponsored training programs.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 15, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO Officer participated in the open competitive hiring process by assisting the Human Resources Staff in notifying social and community organizations of vacancies and by reviewing the eligibility list and hiring and promotion monitors to ensure that qualified minority applicants were invited and encouraged to interview for those vacant positions.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The recruitment and selection staff, mainly the EEO Officer, reviews the underutilization report and the eligibility list to determine what areas are underutilized and to focus on ensuring the HR Liaisons at the Veterans Homes are circling qualified minorities from the blind list so that they can be invited for an interview in those vacant positions. Whether or not EEO job categories are underutilized, we still encourage all qualified minorities to be afforded the opportunity to be interviewed within our agency.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

IDVA did not receive any specific recommendations from the AAEP Council members to include CMS as far as I can tell. IDHR notified IDVA that it did not meet its affirmative action plan goals and would be required to establish a training program in cooperation with the department of CMS. Again, as far as I know or can tell, there were no recommendations made to our agency regarding the underutilization.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Greg Dooley as of June 1, 2015

Title: EEO/ADA Officer

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The Liaison served as a Council member and oversees the comprehensive human resources functions of the department/agency.

How many veterans were hired externally during the year?

24

How many were African American Veterans?

0

2016 State African American Employment Plan Survey

Agency: Workers Compensation Commission

Director/Secretary: JOAN M. FRATTIANI

Submitted: 12/17/2015 8:27:00 AM

Certification: I Agree

Individual Information: ALMA MAXEY, EEO OFFICER, 100 W. RANDOLPH STE 318, 312 814-6632, ALMA.MAXEY@ILLINOIS.GOV

As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

7	Officials and Managers
18	Professionals
0	Technicians
0	Protective Service Workers
2	Para-Professionals
15	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

25	Officials and Managers
74	Professionals
1	Technicians
0	Protective Service Workers
4	Para-Professionals
47	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2015, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

153

As of June 30, 2015, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

IWCC ALWAYS TRY TO ADDRESS AND FILL ALL UNDERUTILIZATIONS AND HAS MAINTAINED PARITY IN THE AFRICAN AMERICAN CATEGORY

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

-1 OFF./MGR. +3 PROFESSIONAL +1 PARA-PROFESSIONAL -3 OFFICE CLERICAL

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

2

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

ALL INTERVIEWING AND HIRING STAFF ARE RUTAN CERTIFIED. IWCC HAS PARITY IN THIS CATEGORY. EEO OFFICER KEEPS HR DIRECTOR UPDATED WITH ANY UNDERUTILIZATIONS IN THE AGENCY

As of June 30, 2015, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

EXECUTIVE DIRECTOR

As of June 30, 2015, how many Rutan certified interviewers in your agency were African American?

5

How many Rutan panel interviews were conducted during FY 15?

12

In how many Rutan panel interviews did African American interviewers participate?

6

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

PARITY. NO PLAN WAS IMPLEMENTED.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 15.

Please list the position titles.

3- SPSA, 2- PSA, 4- ARBITRATORS, 2- TECH. ADV 3, 1- EXEC. SEC, 1- STUDENT INT.3-OFF. COOR., 1- IND. COM. TECH, 2- OFF, CLERKS

How many of those were African American?

5

Please include job titles that were vacated by African Americans.

1- SPSA, 3- OFF. COOR, 1- OFF. CLERK

How many employees were hired during FY 15 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

17

How many of those were African American?

4

Please list position titles.

3- SPSA, 1- PSA, 1- EXEC SEC, 1- STUDENT INT, 1- WC INV, 2- TECH ADV, 4- ARBITRATOR, 1- OFF COOR, 2- OFF CLERKS, 1- ACCT ADV

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

NONE

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

2

How many of those were African American?

1

How many student workers/interns did your agency hire in FY 15? (Do not include trainee positions.)

4

If your agency employed student workers/interns in FY 15, how many were African American?

2

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

EEO OFFICER KEEPS THE HR DIRECTOR UPDATED ON THE AGENCY'S UNDER-UTILIZATIONS QUARTERLY AND EXAMINING HIRING PACKETS AS WELL AS COMPLETES AND SIGNS OFF ON HIRING MONITORS.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

IF OPEN POSITION IS IN AN UNDERLIZED CATEGORY, IWCC WILL SELECT ALL PEOPLE OF THAT CATEGORY ON THE BLIND OC LIST AND SEND REFERRALS FOR INTERVIEWS TO THOSE CANDIDATES FIRST.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

NONE

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

2

How many were African American Veterans?

1

Appendix 4

Illinois Department of Human Rights
Agency EEO/Affirmative Action Profiles

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department on Aging

Acting Director: Kris Smith

EEO/AA Officer: Rosemary McNamara

Agency Workforce: 168

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 1 Female, 3 Hispanics, and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For females, during this quarter, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 1 Female, 3 Hispanics, and 1 Asian. For minorities, during this quarter, there there was 1 opportunity, and 1 Hispanic, or 100%, addressed this goal. For females, during this quarter, there were no opportunities to address this goal.

THIRD THROUGH FOURTH QUARTERS (1/1/15 THROUGH 6/30/15)

As of 1/1/15, agency underutilization was 1 Female, 2 Hispanics, and 1 Asian. For minorities, during these quarters, there were no opportunities to address these goals. For females, during these quarters, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 1 Female, 3 Hispanics, and 1 Asian. For minorities, during the year, there was 1 opportunity and 1 or 100% (1 Hispanic) addressed these goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Agriculture

Acting Director: Warren D. Goetsch, P. E.

EEO/AA Officer: Linda Rhodes

Agency Workforce: 325

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 34 Females, 3 African Americans, and 3 Asians. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 34 Females, 3 African Americans, and 3 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were no opportunities to address this goal.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 34 Females, 3 African Americans, and 3 Asians. For minorities, during this quarter, there was one opportunity that did not address these goals. For females, there was 1 opportunity and 100% addressed this goal.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 32 Females, 3 African Americans, and 3 Asians. For minorities, during the quarter, there was 1 opportunity that did not address these goals. For females, there were 1 opportunity and 1 or 100% addressed this goal

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 34 Females, 3 African Americans, and 3 Asians. For minorities, during the year, there were 3 opportunities that did not address these goals. For females, there were 2 opportunities and 2 or 100% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Arts Council

Executive Director: Tatiana Gant

EEO/AA Officer: Romie Muñoz

Agency Workforce: 11

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Capital Development Board

Executive Director: Jodi Golden

EEO/AA Officer: Heather Humphrey

Agency Workforce: 140

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 11 Females, 1 African American, and 1 Asian. For minorities, there were no opportunities to address these goals. For females, there were no opportunities to address this goal. The agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 11 Females, 1 African American, and 1 Asian. For minorities, there were no opportunities to address these goals. For females, there were 2 opportunities and 1 or 50% addressed this goal.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 10 Females, 1 African American, and 1 Asian. For minorities, there was 1 opportunity and 1 or 100% (1 Asian) addressed this goal. For females, there were 2 opportunities and 2 or 100% addressed this goal.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15 agency underutilization was 8 Females and 1 African American. For minorities there were 2 opportunities that did not address this goal. For females, there was 1 opportunity that addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 11 Females, 1 African American, and 1 Asian. For minorities, during the year there were 4 opportunities and 1 or 25% (1 Asian) addressed this goal. For females, there were 5 opportunities and 4 or 80% addressed this goal. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals. During the year, the agency achieved parity for Asians.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Central Management Services

Acting Director: Tom Tyrrell

EEO/AA Officer: Fred Stewart, II

Agency Workforce: 1,349

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females		X	
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 66 Females, 4 African Americans, 32 Hispanics, and 2 Asians. For minorities, during this quarter, there were 5 opportunities that did not address these goals. For females, there were 17 opportunities and 4 or 24% addressed these goals. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 62 Females, 4 African Americans, 32 Hispanics, and 2 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 4 opportunities that did not address this goal.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 62 Females, 4 African Americans, 32 Hispanics, and 2 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there was one opportunity that did not address this goal.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 62 Females, 4 African Americans, 32 Hispanics, and 2 Asians. For minorities, during this quarter, there were 4 opportunities that did not address these goals. For females, there were 21 opportunities and 5 or 24% addressed this goal. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 66 Females, 4 African Americans, 32 Hispanics, and 2 Asians. For minorities, during the year, there were 4 opportunities that did not address these goals. For females, there were 43 opportunities and 9 or 21% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

Agency in non-compliance

RECOMMENDATIONS/COMMENTS

This agency is at parity for people with disabilities. During FY15, there were too few opportunities to address minority goals. The agency's performance for female goal compliance was 21%, which is significantly lower than DHR's standard of 38%. The agency will be referred to the Department of Central Management Services for training.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Children and Family Services

Acting Director: George H. Sheldon

EEO/AA Officer: Daniel Fitzgerald

Agency Workforce: 2,701

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		*	
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 2 Females, 1 African American, 2 Hispanics, and 64 Asians . For minorities, during this quarter, there were 26 opportunities and none addressed these goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 2 Females, 1 African American, 2 Hispanics, and 64 Asians. For minorities, during this quarter, there were 14 opportunities and 4 or 29% (1 Hispanic and 3 Asians) addressed these goals. For females, there were 2 opportunities and 1 or 50% addressed this goal.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 1 Female, 1 African American, 1 Hispanic, and 61 Asians. For minorities, during this quarter, there were 16 opportunities and 1 or 6% (1 African American) addressed these goals. For females, there were 4 opportunities that did not address this goal.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 1 Female, 1 Hispanic, and 61 Asians. For minorities, during this quarter, there were 12 opportunities and 1 or 8% (1 Asian) addressed these goals. For females, there was one opportunity that addressed this goal. Agency achieved parity for females.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY15 was 2 Females, 1 African American, 2 Hispanics, and 64 Asians. For minorities, during the year, there were 68 opportunities and 6 or 9% (1 African American, 1 Hispanic, and 4 Asians) addressed these goals. This agency achieved parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*During the fiscal year, the agency achieved parity for females and African Americans and is at parity for people with disabilities. For minorities, the agency's primary goal was to address the high underutilization of Asians. A strategic recruitment plan was written to focus its efforts to address the method to increase the number of qualified Asian applicants for employment thereby, ultimately increasing the number of successful candidates. The agency's Asian American Council has expanded their recruitment to participate at job fairs with professional organizations and colleges/universities. The agency has also a partnership with universities that have added the agency curriculum and certification to their social work classes; also the agency is exploring/expanding the degrees that qualify for job positions with the agency. With this partnership, the schools that offer undergraduate and/or graduate degrees in social work or other degrees recognized by the agency to serve as "feeders" for the agency and which have significant Asian student populations. As a result of these efforts, the agency hired Asians to address their goals. The agency documented a good faith effort and because of this was granted an exception.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Civil Service Commission

Executive Director: Daniel Stralka

EEO/AA Officer: Andrew Barris

Agency Workforce: 3

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Commerce and Economic Opportunity

Director: James Schultz

EEO/AA Officer: Victoria Dawn Benn

Agency Workforce: 315

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 12/31/14)

Agency underutilization at the beginning of FY15 was 1 Hispanic and 4 Asians. For minorities, during this quarter, there were three opportunities that did not address these goals. This agency is at parity for females and people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 1 Hispanic and 4 Asians. For minorities, during this quarter, there was one opportunity that did not address these goals.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 1 Hispanic and 4 Asians. For minorities, during this quarter, there were four opportunities that did not address these goals.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 1 Hispanic and 4 Asians. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 Asian) addressed these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 1 Hispanics and 4 Asians. For minorities, during the year, there were 9 opportunities and 1 or 11% (1 Asian) addressed these goals. This agency is at parity for females and for people with disabilities.

FINDINGS

Agency in compliance

Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*The agency had too few opportunities to address the minority goals to consider for affirmative action evaluation.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Commerce Commission

Executive Director: Cholly Smith

EEO/AA Officer: Leigh Ann Myers

Agency Workforce: 216

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 18 Females and 4 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 18 Females and 4 Asians. For minorities, during this quarter, there was one opportunity that did not address minority goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 18 Females and 4 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 18 Females and 4 Asians. For minorities, during this quarter, there were 4 opportunities that did not address these goals. For females, there was 7 opportunities that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 18 Females and 4 Asians. For minorities, during the year, there were 5 opportunities that did not address these goals. For females, there were 7 opportunities that did not address this goal. This agency is at parity for people with disabilities.

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Corrections

Acting Director: John R. Baldwin

EEO/AA Officer: Fernando Chavarria

Agency Workforce: 11,222

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 525 Females, 54 African Americans, 26 Hispanics, 29 Asians, and 4 American Indians. For minorities, during this quarter, there were 58 opportunities and 4 or 7% (4 African Americans) addressed these goals. For females, there were 161 opportunities and 29 or 18% addressed this goal. This agency is underutilized by 233 people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 496 Females, 50 African Americans, 26 Hispanics, 29 Asians, and 4 American Indians. For minorities, during this quarter, there were 42 opportunities and 6 or 14% (3 African Americans, 1 Hispanic, and 2 Asians) addressed these goals. For females, there were 76 opportunities and 22 or 29% addressed this goal. This agency is underutilized by 233 people with disabilities.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 474 Females, 47 African Americans, 25 Hispanics, 27 Asians, and 4 American Indians. For minorities, during this quarter, there were 82 opportunities and 12 or 15% (7 African Americans, 1 Hispanic, 3 Asians, and 1 American Indian) addressed these goals. For females, there were 174 opportunities and 39 or 22% addressed this goal. This agency is underutilized by 231 people with disabilities.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 435 Females, 40 African Americans, 24 Hispanics, 24 Asians and 3 American Indians. For minorities, during this quarter, there were 40 opportunities and 5 or 13% (3 African Americans and 2 Asians) addressed these goals. For females, there were 241 opportunities and 35 or 15% addressed this goal. This agency is underutilized by 231 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 525 Females, 54 African Americans, 26 Hispanics, 29 Asians, and 4 American Indians. For minorities, during the year, there were 222 opportunities and 27 or 12% (17 African Americans, 2 Hispanics, 7 Asians, and 1 American Indian) addressed these goals. For females, there were 652 opportunities and 125 or 19% addressed this goal. This agency is underutilized by 231 people with disabilities.

FINDINGS

Agency in compliance

Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*The agency did not meet the minimum compliance criteria for females due to the fact that there are few females in the applicant pool. Furthermore, when reviewing the female and male hiring data both are hired at a comparable rate. The agency has established recruitment program for all groups and has accomplished their performance measures that were outlined in their affirmative action plan. During FY15, the agency EEO/AA Officer developed a Local Workforce Investment Act (LWIA) pilot program that would help the agency identify candidates for the Correctional Officer trainee position. The program started in one region of the state and was expanded into another region, were the agency has one facility. As of this time, the program has had good results and the facility in that region has hired minorities that will address underutilization. This program will help increase the participation of minorities and women, and will be permanent and applied throughout the state. The agency continues to make a good faith effort by recruiting females and minorities by participating in job fairs and contacts with professional organizations. For these reasons, the agency was granted an exception.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Council on Developmental Disabilities

Executive Director: Sheila Romano

EEO/AA Officer: Janinna Hendricks

Agency Workforce: 9

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Criminal Justice Information Authority

Executive Director: John Maki

EEO/AA Officer: Luz Agosto

Agency Workforce: 65

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Deaf and Hard of Hearing Commission

Director: John Miller

EEO/AA Officer: Tonia Bogener

Agency Workforce: 7

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Educational Labor Relations Board

Chairman: Andrea Waintroob

EEO/AA Officer: Renee Strickland

Agency Workforce: 10

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Emergency Management Agency

Director: James K. Joseph

EEO/AA Officer: Kevin Moore

Agency Workforce: 201

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 12 Females, 1 Hispanic, and 1 Asian. For minorities, there were no opportunities to address these goals. For females, there was one opportunity that failed to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 12 Females, 1 Hispanic, and 1 Asian. For minorities, there were no opportunities to address these goals. For females, there was 1 opportunity and 1 or 100% addressed this goal.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 11 Females, 1 Hispanic, and 1 Asian. For minorities, there were no opportunities to address these goals. For females, there were 2 opportunities and 1 or 50% addressed this goal.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 10 Females, 1 Hispanic, and 1 Asian. For minorities, there were no opportunities to address these goals. For females, there was 1 opportunity and 1 or 100% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY15 was 12 Females, 1 Hispanic, and 1 Asian. For minorities, there were no opportunities to address these goals. For females, there were 5 opportunities and 3 or 60% addressed these goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the female goal and no opportunities to address the minority goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Employment Security

Director: Jeffery D. Mays

EEO/AA Officer: Anna D'Ascenzo

Agency Workforce: 1,196

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 5 Females and 14 Asians. For minorities, during this quarter, there was 1 opportunity that did not address this goal. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 5 Females and 14 Asians. For minorities, during this quarter, there were no opportunities to address this goal. For females, during this quarter, there was 1 opportunity and 1 or 100% addressed this goal.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 4 Females and 14 Asians. For minorities, during this quarter, there were 3 opportunities and 1 or 33% (1 Asian) addressed this goal. For females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 4 Females and 13 Asians. For minorities, during this quarter, there were 4 opportunities and 1 or 25% (1 Asian) addressed this goal. For females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY15 was 5 Females and 14 Asians. For minorities, during the year, there were 8 opportunities and 2 or 25% (2 Asians) addressed this goal. For females, there was 1 opportunity and 1 or 100% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Environmental Protection Agency

Director: Lisa Bonnett

EEO/AA Officer: Jill Johnson

Agency Workforce: 750

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginng of FY15 was 85 Females, 2 African Americans, and 2 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 3 opportunities and 1 or 33% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 84 Females, 2 African Americans, and 2 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 2 opportunities that did not address this goal.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 84 Females, 2 African Americans, and 2 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 9 opportunities and 5 or 56% addressed this goal.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 79 Females, 2 African Americans, and 2 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginng of FY15 was 85 Females, 2 African Americans, and 2 Asians. For minorities, during the year, there were no opporunities to address these goals. For females, there were 14 opportunities and 6 or 43% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Financial and Professional Regulation

Secretary: Bryan A. Schneider

EEO/AA Officer: Vivian Toliver

Agency Workforce: 447

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 2 Females and 11 Asians. For minorities, during this quarter, there were 4 opportunities and 2 or 50% (2 Asians) addressed these goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 2 Females and 9 Asians. For minorities, during this quarter, there were 3 opportunities and none addressed these goals. For females, during this quarter, there were no opportunities to address this goal.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 2 Females and 9 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, during this quarter, there were 2 opportunities and 2 or 100% addressed this goal.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 9 Asians. For minorities, during this quarter, there were no opportunities to address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 2 Females and 11 Asians. For minorities, during the year, there were 7 opportunities and 2 or 29% (2 Asians) addressed these goals. Agency achieved parity for females. This agency at parity for people with disabilities.

FINDINGS

Agency in compliance

Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goals. During the year, the agency achieved parity for Females.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Office of the State Fire Marshal

Fire Marshal: Matt Perez

EEO/AA Officer: Jodi Schrage

Agency Workforce: 122

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/14 THROUGH 6/30/15)

Agency underutilization at the beginning of FY15 was 4 Females and 3 African Americans. For minorities, during these quarters, there were no opportunities to address these goals. For females, during these quarters, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Gaming Board

Administrator: Mark Ostrowski

EEO/AA Officer: Karen Weathers

Agency Workforce: 169

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 12 Females, 1 Hispanic, and 4 Asians. For minorities, during this quarter, there was one opportunity that did not address these goals. For females, there was one opportunity that did not address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 12 Females, 1 Hispanic, and 4 Asians. For minorities, during this quarter, there was one opportunity that did not address these goals. For females, there was one opportunity that did not address this goal. This agency is at parity for people with disabilities.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 12 Females, 1 Hispanic, and 4 Asians. For minorities, during this quarter, there were two opportunities that did not address these goals. For females, there were 3 opportunities and 1 or 33% (1female) addressed this goal. This agency is at parity for people with disabilities.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 11 Females, 1 Hispanic, and 4 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, during this quarter, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 12 Females, 1 Hispanic, and 4 Asians. For minorities, during the year, there were 4 opportunities that did not address these goals. For females, there were 5 opportunities and 1 or 20% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Guardianship and Advocacy Commission

Executive Director: Dr. Mary L. Milano

EEO/AA Officer: Gia Orr

Agency Workforce: 103

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization for the beginning of FY15 was 2 Asians. For minorities, during this quarter, there were two opportunities that did not address this goal. This agency is at parity for females. This agency is at parity for people with disabilities.

SECOND THROUGH THIRD QUARTERS (10/1/14 THROUGH 3/31/15)

As of 10/1/14, agency underutilization was 2 Asians. For minorities, during these quarters, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 2 Asians. For minorities, during this quarter, there was one opportunity that did not address this goal.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Healthcare and Family Services

Director: Felicia F. Norwood

EEO/AA Officer: Derrick Davis

Agency Workforce: 2,057

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 6 African Americans, 1 Hispanic, and 3 Asians. For minorities, during this quarter, there were 2 opportunities and 1 or 50% (1 African American) addressed these goals. This agency is at parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 5 African Americans, 1 Hispanic, and 3 Asians. For minorities, during this quarter, there were 6 opportunities and 1 or 17% (1 Hispanic) addressed these goals. Agency achieved parity for Hispanics.

THIRD THROUGH FOURTH QUARTERS (1/1/15 THROUGH 6/30/15)

As of 1/1/15, agency underutilization was 5 African Americans and 3 Asians. For minorities, during these quarters, there were no opportunities to address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 6 African Americans, 1 Hispanic, and 3 Asians. During the year, there were 8 opportunities and 2 or 25% (1 African American and 1 Hispanic) addressed these goals. This agency is at parity for females. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goals. The agency is at parity for females and during the year the agency achieved parity for Hispanics.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Historic Preservation Agency

Interim Director: Garth Madison

EEO/AA Officer: Lori Tinsley

Agency Workforce: 140

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER THROUGH FOURTH QUARTERS (7/1/14 THROUGH 6/30/15)

Agency underutilization at the beginning of FY15 was 1 Female, 3 African Americans, and 1 Asian. For females and minorities, there were no opportunities to address these goals during these quarters. This agency is underutilized by one person with a disability.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority or female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Human Rights Commission

Executive Director: N. Keith Chambers

EEO/AA Officer: Dr. Ewa I. Ewa

Agency Workforce: 18

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Human Rights

Director: Rocco J. Claps

EEO/AA Officer: Michelle Dirksen

Agency Workforce: 134

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 3 African Americans and 3 Asians. During this quarter, there no opportunities to address the minority goals. This agency is at parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 3 African Americans and 3 Asians. During this quarter, there were no opportunities to address the minority goals.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 3 African Americans and 3 Asians. During this quarter, there was one opportunity that failed to address the minority goals.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 3 African Americans and 3 Asians. During this quarter, there were no opportunities to address the minority goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 3 African Americans and 3 Asians. During the year, there was one opportunity that did not address the minority goals. The agency is at parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There was only one opportunity to address the minority goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Human Services

Acting Secretary: James T. Dimas

EEO/AA Officer: Corey-Anne Gulkewicz

Agency Workforce: 13,153

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 65 Females, 22 African Americans, 125 Hispanics, 152 Asians, and 1 American Indian. For minorities, during this quarter, there were 76 opportunities and 16 or 21% (5 African Americans, 6 Hispanics, 5 Asians) addressed these goals. For females, there were 29 opportunities and 10 or 34% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 55 Females, 17 African Americans, 119 Hispanics, and 147 Asians. For minorities, during this quarter, there were 267 opportunities and 46 or 17% (4 African Americans, 19 Hispanics, and 23 Asians) addressed these goals. For females, there were 38 opportunities to address this goal and 38 or 100% addressed this goal.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 17 Females, 13 African Americans, 100 Hispanics, and 124 Asians. For minorities, during this quarter, there were 101 opportunities and 9 or 9% (1 Hispanic, 6 African Americans and 2 Asians) addressed these goals. For females, there were 6 opportunities and 2 or 33% addressed this goal.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 15 Females, 7 African Americans, 99 Hispanics, and 122 Asians. For minorities, during this quarter, there were 114 opportunities and 14 or 12% (1 African Americans, 7 Hispanics, and 6 Asians) addressed these goals. For females, there were 4 opportunities and 1 or 25% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 65 Females, 22 African Americans, 125 Hispanics, 152 Asians, and 1 American Indian. For minorities, during the year, there were 558 opportunities and 85 or 15% (33 Hispanics, 16 African Americans, and 36 Asians) addressed these goals. For females, there was 77 opportunities and 51 or 66% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

This agency was at parity for people with disabilities at the beginning of the year and continued to hire during the year through the Successful Disability Opportunities program, which is to be commended. There were 77 opportunities and 51 or 66% addressed these goals, which exceeds the Department of Human Rights' standard of 38% for female goal performance. The agency failed to meet the Department of Human Rights' standard for minority goals of 25%, and a referral will be made to the Department of Central Management Services for training.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Independent Tax Tribunal

Director: James Conway

EEO/AA Officer: Kristene Callanta

Agency Workforce: 3

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Insurance

Acting Director: Anne Melissa Dowling

EEO/AA Officer: Diana Villamil Zuver

Agency Workforce: 249

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 3 females. For minorities, the agency is at parity. For females, there were 3 opportunities and 2 or 67% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 3/31/15)

As of 10/1/15, agency underutilization was 1 female. For females, there were no opportunities to address this goal.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 1 female. For females, there was 1 opportunity that did not address this goal.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 1 female. For females, there were 4 opportunities that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 3 females. For minorities, the agency is at parity. For females, there were 8 opportunities and 2 or 25% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the female goal. The agency did achieve parity for females in region seven.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: State Board of Investment

Executive Director: William R. Atwood

EEO/AA Officer: Alise White

Agency Workforce: 11

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Juvenile Justice

Director: Candice Jones

Acting EEO/AA Officer: Fernando Chavarria

Agency Workforce: 986

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 128 Females, 10 Hispanics, and 32 Asians. For minorities, during this quarter, there were 7 opportunities and 2 or 29% (2 Hispanics) addressed these goals. For females, there were 32 opportunities and 23 or 72% addressed this goal. This agency is underutilized by 3 people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 105 Females, 8 Hispanics, and 32 Asians. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 Hispanic) addressed these goals. For females, there was 1 opportunity and 1 or 100% addressed this goal. This agency is underutilized by 3 people with disabilities.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 104 Females, 7 Hispanics, and 32 Asians. For minorities, during this quarter, there were 3 opportunities that did not address these goals. For females, there were 15 opportunities and 9 or 60% addressed this goal. This agency is underutilized by 3 people with disabilities.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 95 Females, 7 Hispanics and 32 Asians. For minorities, during this quarter, there were 6 opportunities and 2 or 33% (1Hispanic and 1 Asian) addressed these goals. For females, there were 23 opportunities and 14 or 61% addressed this goal. This agency is underutilized by 3 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 128 Females, 10 Hispanics, and 32 Asians. For minorities, during the year, there were 17 opportunities and 5 or 29% (4 Hispanics and 1 Asian) addressed these goals. For females, there were 71 opportunities and 47 or 66% addressed this goal. This agency is underutilized by 3 people with disabilities.

FINDINGS

Agency in compliance

Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Labor

Director: Hugo Chaviano

EEO/AA Officer: Ann Pufundt

Agency Workforce: 90

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

Agency at parity for all affirmative action groups.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Labor Relations Board

Executive Director: Melissa Mlynski

EEO/AA Officer: Carla Stone

Agency Workforce: 15

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Law Enforcement Training and Standards Board

Executive Director: Kevin McClain

EEO/AA Officer: Anthony Raffety

Agency Workforce: 18

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Lottery

Superintendent: B. R. Lane

EEO/AA Officer: Lydia S. Mills

Agency Workforce: 136

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER THROUGH FOURTH QUARTER (7/1/14 THROUGH 6/30/15)

Agency underutilization at the beginning of FY15 was 2 African Americans. For minorities during these quarters, there were no opportunities to address this goal. This agency is at parity for females and people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 2 African Americans. For minorities, during the year, there were no opportunities to address this goal. This agency is at parity for females and people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address minority goals this year.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Medical District Commission

Executive Director: Suzet McKinney, DrPh, MPH **EEO/AA Officer:** Kesner Bienvenu

Agency Workforce: 12

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Military Affairs

Brigadier General: Richard J. Hayes Jr.

EEO/AA Officer: Anthony L. Boster

Agency Workforce: 219

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 26 Females and 3 Hispanics. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 Hispanic) addressed this goal. For females, during this quarter, there was one opportunity that failed to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

Agency underutilization as of 10/1/14 was 26 Females and 2 Hispanics. For minorities, there were no opportunities to address this goal. For females, there were three opportunities that did not address this goal.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 10/1/14, agency underutilization was 26 Females and 2 Hispanics. For minorities, during this quarter, there were no opportunities to address this goal. For females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 26 Females and 2 Hispanics. For minorities, during this quarter, there were no opportunities to address this goal. For females, there were 3 opportunities and 1 or 33% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 26 Females and 3 Hispanics. For minorities, during the year, there was 1 opportunity and 1 or 100% (1 Hispanic) addressed this goal. For females, there were 7 opportunities and 1 or 14% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Natural Resources

Director: Wayne A. Rosenthal

EEO/AA Officer: Franklin Johnson

Agency Workforce: 1,261

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:	*		
a. Minorities		X	
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 135 Females, 24 African Americans, 18 Hispanics, and 6 Asians. For minorities, during this quarter, there were 7 opportunities and 1 or 14% (1 Asian) addressed these goals. For females, there were 11 opportunities and 5 or 45% addressed these goals. At the beginning of the year, the agency was underutilized by 5 people with disabilities and at the end of the quarter, it was underutilized by 1 person with a disability.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 130 Females, 24 African Americans, 18 Hispanics, and 5 Asians. For minorities, during this quarter, there were 4 opportunities and 3 or 75% (2 African Americans and 1 Asian) addressed this goal. For females, there were 9 opportunities that did not address these goals. At the end of the quarter, the agency was at parity for people with disabilities.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 130 Females, 22 African Americans, 18 Hispanics, and 4 Asians. For minorities, during this quarter, there were 4 opportunities that did not address these goals. For females, there were 10 opportunities that did not address this goal.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 130 Females, 22 African Americans, 18 Hispanics, and 4 Asians. For minorities, during this quarter, there were 2 opportunities and 1 or 50% (1 Asian) addressed these goals. For females, there were 2 opportunities and 1 or 50% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 135 Females, 24 African Americans, 18 Hispanics, and 6 Asians. For minorities, during the year, there were 17 opportunities and 5 or 29% (2 African Americans and 3 Asians) addressed these goals. For females, there were 32 opportunities and 6 or 19% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

The agency met its disability goal and surpassed DHR's standard for minority goal performance. The agency's performance in regards to hiring females was 19%, which is significantly below the Department of Human Rights' standard of 38%, and efforts to recruit female candidates was not documented. The agency will be referred to the Department of Central Management Services for implementation of a training program to address underutilization.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: State Police

Director: Leo P. Schmitz

EEO/AA Officer: Lieutenant Christy White

Agency Workforce: 2,905

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females		X	
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 10/30/14)

Agency underutilization at the beginning of FY15 was 82 Females, 82 African Americans, 37 Hispanics, 26 Asians, and 16 American Indians. For minorities, during this quarter, there were 19 opportunities and 3 or 16% (3 African Americans) addressed these goals. For females, there were 24 opportunities and 4 or 17% addressed this goal. This agency is underutilized by 29 people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 1/1/15, agency underutilization was 78 Females, 79 African Americans, 37 Hispanics, 26 Asians, and 16 American Indians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For females, there were 3 opportunities and 3 or 100% addressed this goal. This agency is underutilized by 27 people with disabilities.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 75 Females, 79 African Americans, 37 Hispanics, 26 Asians, and 16 American Indians. For minorities, during this quarter, there were 52 opportunities and 12 or 23% (6 African Americans, 3 Asians, and 3 Hispanics) addressed these goals. For females, there were 19 opportunities and 6 or 32% addressed this goal. This agency is underutilized by 26 people with disabilities.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 69 Females, 73 African Americans, 34 Hispanics, 23 Asians, and 16 American Indians. For minorities, during this quarter, there were 6 opportunities and 1 or 17% (1 Asian) addressed these goals. For females, there were no opportunities to address this goal. This agency is underutilized by 25 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 82 Females, 82 African Americans, 37 Hispanics, 26 Asians, and 16 American Indians. For minorities, during the year, there were 79 opportunities and 16 or 20% (10 African Americans, 3 Asians, and 3 Hispanics) addressed these goals. For females, there were 46 opportunities and 13 or 28% addressed this goal. This agency is underutilized by 25 people with disabilities.

FINDINGS

Agency in compliance

Agency in non-compliance

RECOMMENDATIONS/COMMENTS

This agency failed to meet the DHR standard of 25% for minority goals and 38% for female goal, in that it addressed minority goals 20% of the time and female goal only 28% of the time. ISP is granted an exception because it documented a good faith effort to recruit minorities and females and the availability rate of sworn personnel in Illinois is not as high as DHR's minimum compliance criteria. A Late Notice was issued this year in regards to one of the agency's DHR reports. The agency should strive to submit its reports on time.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: State Police Merit Board

Executive Director: Ronald P. Cooley

EEO/AA Officer: Jenny Thornley

Agency Workforce: 6

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Pollution Control Board

Executive Director: Thomas Johnson

EEO/AA Officer: Kathryn L. Griffin

Agency Workforce: 22

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

FIRST THROUGH THIRD QUARTERS (7/1/14 THROUGH 3/31/15)

Agency underutilization at the beginning of FY15 was 1 Female. For females, during these quarters there were no opportunities to address this goal. The agency is at parity for minorities. This agency is at parity for people with disabilities.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 1 female. For females, during this quarter, there was 1 opportunity that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 1 female. The agency is at parity for minorities. For females, there was 1 opportunity that did not address this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address underutilization.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Prisoner Review Board

Chairman: Craig Findley

EEO/AA Officer: Nichole Damhoff

Agency Workforce: 23

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Property Tax Appeal Board

Executive Director: Louis Apostol

EEO/AA Officer: Becky Hesse

Agency Workforce: 30

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Public Health

Director: Nirav D. Shah, M.D., J.D.

EEO/AA Officer: Robin Tucker-Smith

Agency Workforce: 1,159

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 1 African American, 1 Hispanic, and 1 Asian. For minorities, during this quarter there was 1 opportunity and 1 or 100% (1 African American) addressed this goal. The agency is at parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 1 Hispanic and 1 Asian. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 Hispanic) addressed these goals.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 1 Asian. For minorities, during this quarter, there were 4 opportunities that did not address these goals.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 1 Asian. For minorities, during this quarter, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 1 African American, 1 Hispanic, and 1 Asian. For minorities, during the year, there were 6 opportunities and 2 or 33% (1 African American and 1 Hispanic) addressed these goals. The agency is at parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goals. The agency achieved parity for African Americans and Hispanics.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Racing Board

Executive Director: Domenic DiCera

EEO/AA Officer: Jackie Clisham

Agency Workforce: 45

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/14 THROUGH 6/30/15)

Agency underutilization at the beginning of FY15 was 2 Females. For females, there were no opportunities during these quarters. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address this goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: State Retirement Systems

Executive Secretary: Timothy B. Blair

EEO/AA Officer: Kelley Gray

Agency Workforce: 104

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:	X		
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

Agency at parity for all affirmative action groups.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Revenue

Director: Constance Beard

EEO/AA Officer: Chimaobi Enyia

Agency Workforce: 1,527

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 10 Females, 2 African Americans, 9 Hispanics, and 6 Asians. For minorities, during this quarter, there were 13 opportunities and 2 or 15% (1 Hispanic and 1 Asian) addressed these goals. For females, during this quarter, there were 10 opportunities and 8 or 80% addressed this goal. The agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 2 Females, 2 African Americans, 8 Hispanics, and 5 Asians. For minorities, during the quarter, there were 4 opportunities and 1 or 25% (1 African American) addressed these goals. For females, during this quarter, there were 2 opportunities and 2 or 100% addressed this goal.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 1 African American, 8 Hispanics, and 5 Asians. For minorities, during the quarter, there were 5 opportunities that did not address these goals. Parity was achieved for females in the second quarter.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 1 African American, 8 Hispanics, and 5 Asians. For minorities, during the quarter, there were no opportunities to address these goals. Parity was achieved for females in the second quarter.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 10 Women, 2 African Americans, 9 Hispanics, and 6 Asians. For minorities, during the year, there were 22 opportunities and 3 or 14% (1 African American, 1 Hispanic, and 1 Asian), addressed these goals. Parity was achieved for females in the second quarter. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

This agency achieved parity for females and people with disabilities. Although the agency failed to meet DHR's minimum compliance criteria of 25% for minorities, by only achieving 14% in regards to minority affirmative action performance, an exception was made due to the agency's good faith effort at addressing underutilization and developing a recruitment plan for FY16.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Transportation

Secretary: Randall Blankenhorn

EEO/AA Officer: Carlos Ramirez

Agency Workforce: 5,180

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 969 Females, 54 African Americans, 153 Hispanics, 43 Asians, and 1 American Indian. For minorities, during this quarter, there were 2 opportunities and 2 or 100% (1 African American and 1 Hispanic) addressed these goals. For females, there were 13 opportunities and 6 or 46% addressed this goal. This agency is underutilized by 121 people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 963 Females, 53 African Americans, 152 Hispanics, 43 Asians, and 1 American Indian. For minorities, during this quarter, there were 13 opportunities and 7 or 54% (2 African Americans and 5 Hispanics) addressed these goals. For females, there were 6 opportunities and 2 or 33% addressed this goal. This agency is underutilized by 121 people with disabilities.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 961 Females, 51 African Americans, 147 Hispanics, 43 Asians, and 1 American Indian. For minorities, during this quarter, there were 11 opportunities and 7 or 64% (2 African Americans and 5 Hispanics) addressed these goals. For females, there was 7 opportunities and 2 or 29% addressed this goal. This agency is underutilized by 120 people with disabilities.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 959 Females, 49 African Americans, 142 Hispanics, 43 Asians, and 1 American Indian. For minorities, during this quarter, there was one opportunity and 1 or 100% (1 Hispanic) addressed these goals. For females, there were 5 opportunities and 4 or 80% addressed this goal. This agency is underutilized by 119 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY15 was 969 Females, 54 African Americans, 153 Hispanics, 43 Asians, and 1 American Indian. For minorities, during the year, there were 27 opportunities and 17 or 63% (5 African Americans and 12 Hispanics) addressed these goals. For females, there were 31 opportunities and 14 or 45% addressed this goal. This agency is underutilized by 119 people with disabilities.

FINDINGS

Agency in compliance

Agency in non-compliance

RECOMMENDATIONS/COMMENTS

The agency does a good job in addressing its minority and female goals; however, its goal for people with disabilities remains high. Next year the agency should make use of the Successful Disability Opportunities program when it has code vacancies.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Veterans' Affairs

Acting Director: Erica L. Jeffries

EEO/AA Officer: Greg Dooley

Agency Workforce: 1,308

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 6 Females, 11 African Americans, 8 Hispanics, and 2 Asians. During this quarter, there were no opportunities to address the minority goals. During this quarter, there was 1 opportunity and 1 or 100% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, underutilization was 5 Females, 11 African American, 8 Hispanics, and 2 Asians. During this quarter, there was 1 opportunity that did not address the female goals. For minorities, during this quarter, there were 13 opportunities and 3 or 23% (2 African Americans and 1 Hispanic) addressed these goals. This agency is at parity for people with disabilities.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, underutilization was 5 Females, 9 African Americans, 7 Hispanics, and 2 Asians. During this quarter, there were no opportunities to address the female goals. For minorities, during this quarter, there were 3 opportunities, which failed to address these goals. The agency is at parity for people with disabilities.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, underutilization was 5 Females, 9 African Americans, 7 Hispanics, and 2 Asians. For minorities during this quarter there was 1 opportunity to that did not address these goals. For females during this quarter there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 6 Females, 11 African Americans, 8 Hispanics, and 2 Asians. For minorities, there were 13 opportunities and 3 or 23% (2 African Americans and 1 Hispanic) addressed these goals. For females, there were 2 opportunities and 1 or 50% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

Agency in non-compliance

RECOMMENDATIONS/COMMENTS

The agency is at parity for people with disabilities and had too few opportunities to evaluate in regards to addressing female affirmative action performance. For minorities, 3 of 17 hires, or 18% addressed goals. This performance fails to meet DHR's standard for minorities, however, the agency documented a good faith effort and prepared a recruitment plan.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Workers' Compensation Commission

Chairman: Joann M. Frattiani

EEO/AA Officer: Alma Maxey

Agency Workforce: 154

Fiscal Year: 2015

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/14 THROUGH 9/30/14)

Agency underutilization at the beginning of FY15 was 4 Asians. During this quarter, there were 7 opportunities and 2 or 29% (2 Asians) addressed this goal. Agency is at parity for females. The agency is at parity for people with disabilities.

SECOND QUARTER (10/1/14 THROUGH 12/31/14)

As of 10/1/14, agency underutilization was 2 Asians. During this quarter, there was one opportunity that did not address this goal.

THIRD QUARTER (1/1/15 THROUGH 3/31/15)

As of 1/1/15, agency underutilization was 2 Asians. During this quarter, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/15 THROUGH 6/30/15)

As of 4/1/15, agency underutilization was 2 Asians. During this quarter, there was 1 opportunity and 1 or 100% (1 Asian) addressed this goal

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY15 was 4 Asians. During the year, there were 9 opportunities and 3 or 33% (3 Asians) addressed the minority goal. The agency is at parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance Agency in non-compliance

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goal.



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