



State of Illinois  
Illinois Department of Central Management Services

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# STATE OF ILLINOIS 2013

## *ASIAN AMERICAN Employment Plan*



Respectfully submitted to the Illinois General Assembly  
February 1, 2013, by Central Management Services





STATE OF ILLINOIS  
**OFFICE OF THE GOVERNOR**  
SPRINGFIELD, ILLINOIS 62706

**Pat Quinn**  
GOVERNOR

February 1, 2013

Dear General Assembly Member,

In the following pages you will find the 2013 State Asian American Employment Plan which serves to increase access to state employment by Asian Americans. This document will greatly help us as we seek to build a governmental workforce that more accurately reflects the diversity of our great state.

The 2013 Asian American Employment Plan was submitted by the Illinois Department of Central Management Services (CMS) to the General Assembly on February 1 as required by law. This plan will serve as a benchmark by which future plans will be measured and provides an in-depth study of Asian Americans in the state workforce. I have directed the Illinois Department of Central Management Services to collaborate with the Asian American Employment Plan Advisory Council in order to meet all goals and objectives set forth in this year's plan.

While my administration continues to confront our state's fiscal challenges, greater diversity within our governmental workforce is critical to overcoming the challenges facing our state. By promoting a working environment that is inclusive of everyone and leaves no one left out, we can achieve full representation of Asian Americans at all levels of state government.

Sincerely,

A handwritten signature in cursive script that reads "Pat Quinn".

Pat Quinn  
Governor





ILLINOIS

Pat Quinn, Governor

DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

Malcolm Weems, Director

February 1, 2013

Dear General Assembly Member:

Public Act 097-0856 passed in July 2012 requires each state agency to include in its annual report its progress toward implementing the State Asian American Employment Plan. The legislation is part of the Governor's ongoing commitment to diversity in our workforce, including the hiring, training, retention, and promotion of Asian American employees.

The law requires CMS to prepare and submit to the General Assembly an annual Asian American Employment Plan reporting each agency's activities that constitute the plan. Accordingly, the 2013 report is submitted for your review. Outlined in the body of this report you will find information on the status of the Asian American workforce of individual agencies, as well as their accomplishments in meeting the objectives of this important legislation. We invite your review of this report, as well as your comments or recommendations.

Of course, there are many benefits of having a diverse workforce, but perhaps the most significant is to enable State agencies to provide better services more efficiently to the public. By continuing to work together on this vital initiative, we intend to achieve this goal and better serve the residents of Illinois.

Sincerely,

A handwritten signature in black ink, appearing to read "Malcolm Weems", is written over a faint, larger version of the same signature.

Malcolm Weems  
Director



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## I. State Asian American Employment Plan Background

The State Asian American Employment Plan, effective July 27<sup>th</sup>, 2012, was the result of House Bill 4510, signed into law by Governor Pat Quinn, becoming Public Act 097-0856. Main components of the Act include: increasing the number of Asian American state employees within all levels, including those serving in supervisory, technical, professional and managerial positions; tracking hiring practices of Asian American employees; increasing the number of Asian American employees hired and promoted; and establishing the Asian American Employment Plan Advisory Council.

The legislation also requires that the Department of Central Management Services (CMS) shall by February 1<sup>st</sup> of each year prepare an Asian American Employment Plan and report to the General Assembly each state agency's activities that implement the Plan. In turn, each state agency is required to report annually to CMS all activities in implementing the Asian American Employment Plan and shall do this in a format as prescribed by CMS in collaboration with the Asian American Employment Plan Advisory Council.

Since 2006, CMS has enacted the State Hispanic Employment Plan which has been successful in increasing the number of Hispanic and bilingual employees in the state workforce. Building on that success in 2011, CMS implemented the State African American Employment to increase the number of African-Americans gainfully employed within state government. Subsequently, this Plan will serve as a model in developing the 2014 Asian American Employment Plan. Thereafter, CMS will work collaboratively with the Asian American Employment Plan Advisory Council to develop subsequent Plans and update the Plan with current demographics and employment statistics relating to the Asian American general population as compared to the Illinois Asian American workforce.

CMS in partnership with the Asian American Employment Plan Advisory Council will develop an on-line survey to assist state agencies in reporting "activities" and "strategies" and programs undertaken in accord with the State Asian American Employment Plan. The online survey will be developed and distributed to state agencies during the fall of 2013. The inaugural on-line surveys will be reviewed to develop a holistic profile of the Asian American state workforce and to assist in developing objectives for the next annual Plan.

## II. Current Demographics

Based on state employment workforce statistics as of December 31, 2012, approximately 2.5% of the state's 44,589 employees in coded state positions are Asian American (1,100). Furthermore, Asian Americans comprise 4.8% of Illinois' general population. The five Illinois counties with the highest population of Asian Americans are listed below followed by the corresponding number of Asian Americans in the state workforce.

COUNTY	% ASIAN AMERICAN POPULATION	% ASIAN AMERICAN STATE WORKFORCE
Cook	( 322,672) 6.4%	( 412) 37.4%
Dupage	( 92,304) 10.3%	( 135) 12.27%
Lake	( 44,358) 6.5%	( 56) 5.09%
Will	( 30,833) 4.7%	( 37) 3.36%
Champaign	( 17,969) 9.2%	( 2) 0.18%

There are 1,100 Asian American employees statewide in coded positions. The five state agencies with the largest number of Asian American employees in coded state positions are indicated below followed by the number of Asian American employees and their percentage of the total Agency workforce.

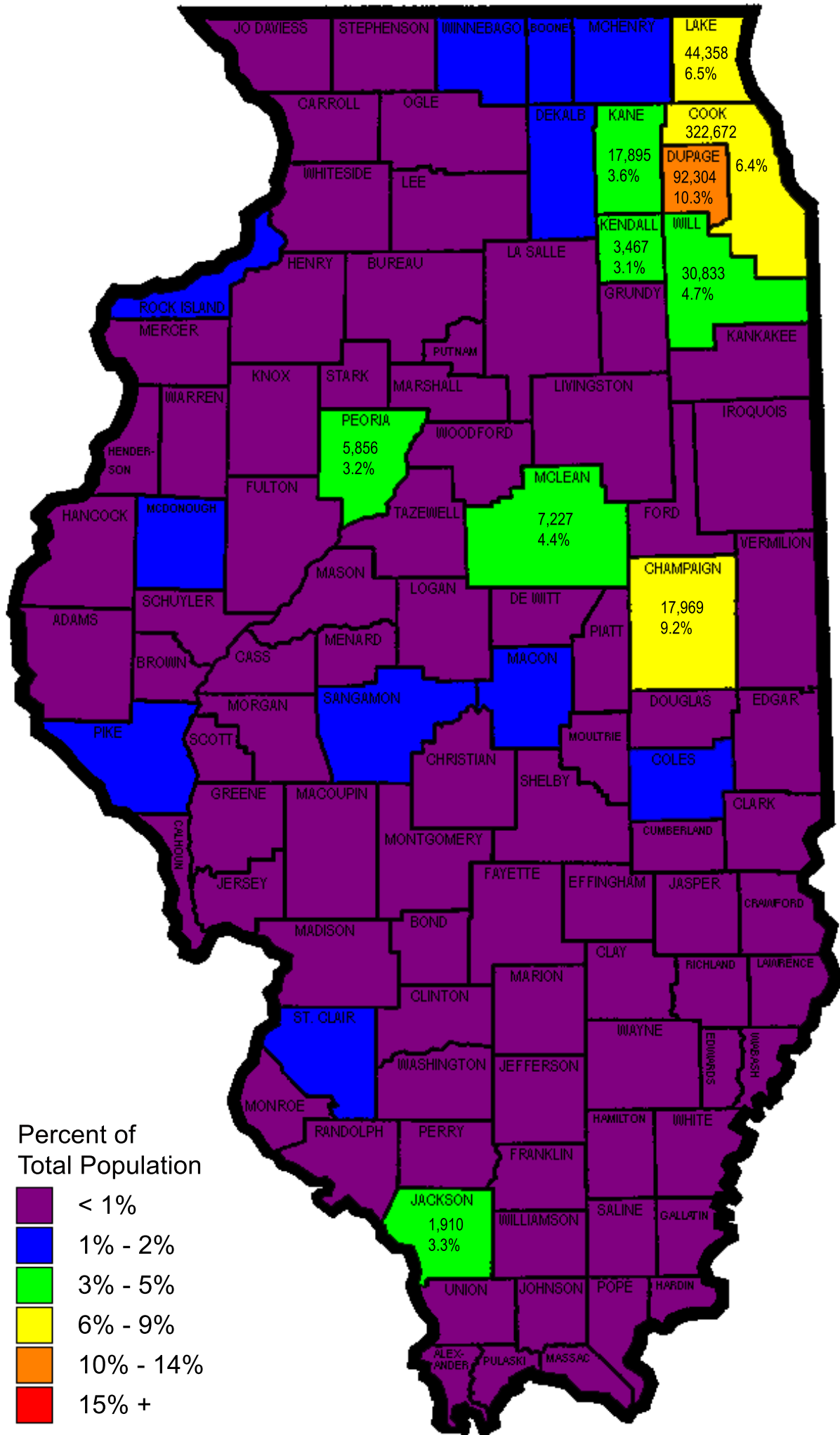
<b>AGENCY</b>	<b>COUNT OF ASIAN AMERICAN EMPLOYEES</b>
Department of Human Services	521 (47.3%)
Department of Public Health	76 ( 6.9%)
Department of Revenue	71 ( 6.44%)
Department of Employment Security	65 ( 5.9%)
Department of Healthcare & Family Services	61 ( 5.54%)

In calendar year 2012, 137, 200 open competitive exams were administered. Of those, 874 were administered to Asian Americans. The graph below illustrates how Asian Americans fared when compared to all applicants.

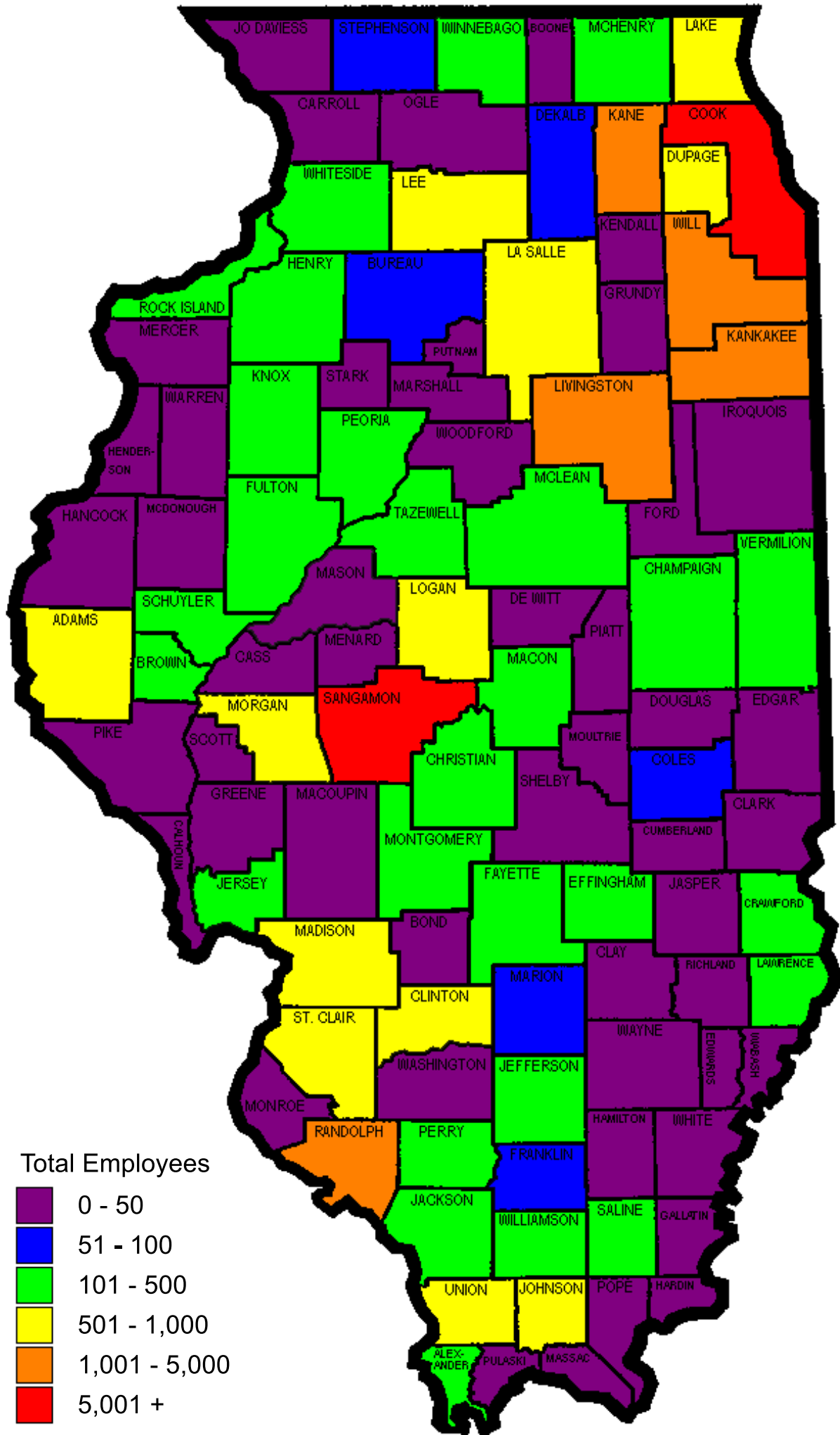
<b>CY 2012</b>	<b>ASIAN AMERICANS</b>	<b>NON-ASIAN AMERICANS</b>	<b>TOTAL</b>
Open Competitive Total Grades	874	136,326	137,200
A Grade	243	40,062	40,305
B Grade	166	35,887	36,053
C Grade	137	18,332	18,469
Failed Grade	328	42,045	42,373

Promotional transactions inclusive of all venues (Upward Mobility Program, promotion, Merit System Transfer with promotion and Promotion to Term) indicate a total of 2,422 employees were promoted in calendar year 2012; of that total, 57 (2.35%) were Asian American.

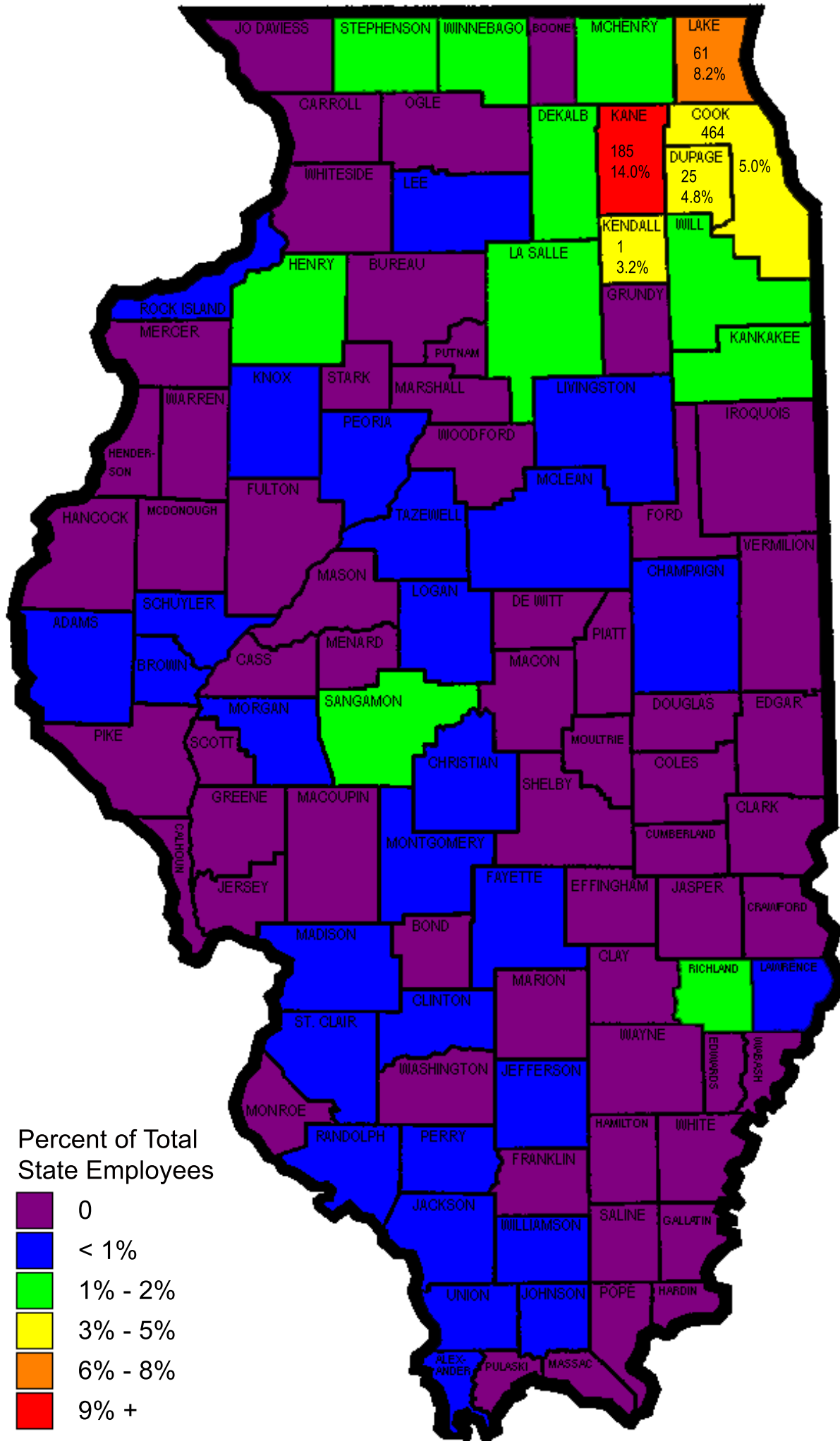
# Illinois Asian American Population 2010 Census Data



# Coded State Employees as of 1/10/2013



# Coded Asian American State Employees as of 1/10/2013



## Asian American Population \* vs. Workforce \*\*

COUNTY NAME	TOTAL POPULATION	% Asian American	TOTAL Asian American	STATE EMPLOYEES		
				All	% Asian American	TOTAL Asian American
Adams	67,103	0.7%	441	603	0.3%	2
Alexander	8,238	0.2%	16	121	0.0%	0
Bond	17,768	0.4%	68	100	0.0%	0
Boone	54,165	1.3%	686	74	0.0%	0
Brown	6,937	0.2%	16	157	0.6%	1
Bureau	34,978	0.7%	228	142	0.0%	0
Calhoun	5,089	0.2%	12	46	0.0%	0
Carroll	15,387	0.3%	53	81	2.5%	2
Cass	13,642	0.3%	44	190	0.0%	0
Champaign	201,081	8.9%	17,969	282	0.7%	2
Christian	34,800	0.5%	167	472	0.4%	2
Clark	16,335	0.3%	55	54	0.0%	0
Clay	13,815	0.5%	63	63	0.0%	0
Clinton	37,762	0.4%	167	331	1.5%	5
Coles	53,873	1.0%	531	78	0.0%	0
Cook	5,194,675	6.2%	322,672	9,341	4.4%	412
Crawford	19,817	0.5%	103	229	0.4%	1
Cumberland	11,048	0.2%	27	37	0.0%	0
De Kalb	105,160	2.3%	2,438	149	1.3%	2
De Witt	16,561	0.4%	60	39	0.0%	0
Douglas	19,980	0.4%	83	34	0.0%	0
DuPage	916,924	10.1%	92,304	826	16.3%	135
Edgar	18,576	0.2%	33	92	0.0%	0
Edwards	6,721	0.3%	22	28	0.0%	0
Effingham	34,242	0.4%	147	119	0.8%	1
Fayette	22,140	0.2%	51	328	0.3%	1
Ford	14,081	0.3%	37	34	0.0%	0
Franklin	39,561	0.3%	124	357	0.3%	1
Fulton	37,069	0.3%	112	305	0.0%	0
Gallatin	5,589	0.1%	5	24	0.0%	0
Greene	13,886	0.1%	16	183	0.0%	0
Grundy	50,063	0.7%	327	188	1.1%	2
Hamilton	8,457	0.2%	19	70	0.0%	0
Hancock	19,104	0.2%	46	63	0.0%	0
Hardin	4,320	0.5%	22	56	0.0%	0
Henderson	7,331	0.2%	15	15	0.0%	0
Henry	50,486	0.4%	191	251	0.4%	1
Iroquois	29,718	0.3%	103	140	0.0%	0
Jackson	60,218	3.2%	1,910	567	0.5%	3
Jasper	9,698	0.2%	24	52	0.0%	0
Jefferson	38,827	0.6%	246	210	0.5%	1
Jersey	22,985	0.3%	77	78	0.0%	0

Jo Daviess	22,678	0.3%	72	42	0.0%	0
Johnson	12,582	0.2%	22	320	0.3%	1
Kane	515,269	3.5%	17,895	886	13.9%	123
Kankakee	113,449	0.9%	1,052	1,516	1.2%	18
Kendall	114,736	3.0%	3,467	156	1.9%	3
Knox	52,919	0.6%	338	265	0.8%	2
Lake	703,462	6.3%	44,358	716	7.8%	56
La Salle	113,924	0.7%	762	729	1.1%	8
Lawrence	16,833	0.2%	38	110	0.0%	0
Lee	36,031	0.7%	246	480	0.6%	3
Livingston	38,950	0.5%	199	609	0.0%	0
Logan	30,305	0.6%	184	519	0.2%	1
Mc Donough	32,612	1.8%	580	119	0.8%	1
Mc Henry	308,760	2.5%	7,807	249	4.4%	11
Mc Lean	169,572	4.3%	7,227	324	0.6%	2
Macon	110,768	1.0%	1,118	457	0.2%	1
Macoupin	47,765	0.3%	129	393	0.0%	0
Madison	269,282	0.8%	2,254	586	0.0%	0
Marion	39,437	0.6%	224	628	0.6%	4
Marshall	12,640	0.4%	45	38	0.0%	0
Mason	14,666	0.3%	40	190	1.1%	2
Massac	15,429	0.3%	42	73	0.0%	0
Menard	12,705	0.2%	30	441	0.0%	0
Mercer	16,434	0.3%	52	33	0.0%	0
Monroe	32,957	0.4%	144	67	1.5%	1
Montgomery	30,104	0.4%	111	440	0.9%	4
Morgan	35,547	0.5%	168	886	0.7%	6
Moultrie	14,846	0.2%	31	32	0.0%	0
Ogle	53,497	0.5%	250	145	0.0%	0
Peoria	186,494	3.1%	5,856	381	1.8%	7
Perry	22,350	0.4%	87	351	0.3%	1
Piatt	16,729	0.3%	51	31	0.0%	0
Pike	16,430	0.2%	38	217	0.5%	1
Pope	4,470	0.2%	11	63	0.0%	0
Pulaski	6,161	0.2%	13	108	1.9%	2
Putnam	6,006	0.2%	13	35	2.9%	1
Randolph	33,476	0.3%	104	792	0.3%	2
Richland	16,233	0.7%	119	140	2.1%	3
Rock Island	147,546	1.6%	2,419	288	0.0%	0
St. Clair	270,056	1.2%	3,276	557	0.7%	4
Saline	24,913	0.4%	101	266	1.1%	3
Sangamon	197,465	1.6%	3,220	7,749	2.2%	169
Schuyler	7,544	0.1%	9	153	1.3%	2
Scott	5,355	0.2%	12	98	0.0%	0
Shelby	22,363	0.3%	56	89	1.1%	1
Stark	5,994	0.3%	19	28	0.0%	0
Stephenson	47,711	0.6%	297	71	1.4%	1
Tazewell	135,394	0.7%	999	234	1.3%	3
Union	17,808	0.3%	54	610	0.3%	2

Vermilion	81,625	0.7%	564	303	0.0%	0
Wabash	11,947	0.6%	70	36	2.8%	1
Warren	17,707	0.5%	94	95	0.0%	0
Washington	14,716	0.3%	42	109	0.0%	0
Wayne	16,760	0.4%	71	67	0.0%	0
White	14,665	0.2%	31	32	0.0%	0
Whiteside	58,498	0.5%	276	366	0.5%	2
Will	677,560	4.6%	30,833	1,550	2.4%	37
Williamson	66,357	0.8%	561	603	0.5%	3
Winnebago	295,266	2.3%	6,810	450	2.2%	10
Woodford	38,664	0.6%	213	98	0.0%	0
Totals	12,830,632	4.6%	586,934	44,028	2.4%	1,076

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

\*\* Reflects Code Employees as of 12/31/2012.

\*\*\*25 Asian American employees live outside the boundaries of the State of Illinois.



**Code Asian-American Employees as of 12/31/2012**

Agency	Employees		Asian-American
	Asian-Americans	Total	%
Aging	1	132	0.76%
Agriculture	4	337	1.19%
Arts Council	2	17	11.76%
Capital Development Board	1	45	2.22%
Central Management Services	27	1,529	1.77%
Children & Family Services	53	2,821	1.88%
Civil Service Commission	0	4	0.00%
Commerce & Economic Opportunity	11	376	2.93%
Commerce Commission	0	75	0.00%
Corrections	59	11,032	0.53%
Criminal Justice Information Authority	6	59	10.17%
Deaf and Hard of Hearing Commission	0	6	0.00%
Developmental Disabilities Council	0	8	0.00%
Emergency Management Agency	0	88	0.00%
Employment Security	65	1,738	3.74%
Environmental Protection	51	828	6.16%
Financial & Professional Regulation	10	452	2.21%
Gaming Board	2	141	1.42%
Guardianship & Advocacy	1	100	1.00%
Healthcare & Family Services	61	2,083	2.93%
Historic Preservation	0	165	0.00%
Human Rights Commission	0	14	0.00%
Human Rights Department	2	136	1.47%
Human Services	521	11,807	4.41%
Insurance	12	237	5.06%
Investment Board	0	3	0.00%
Juvenile Justice	10	1,164	0.86%
Labor	2	89	2.25%
Labor Relations Board, Educational	0	10	0.00%
Labor Relations Board, Illinois	0	18	0.00%
Law Enforcement Training and Standards	0	17	0.00%
Lottery	1	140	0.71%
Medical District Commission	0	0	0.00%
Military Affairs	0	118	0.00%
Natural Resources	7	1,107	0.63%
Pollution Control Board	0	19	0.00%
Prisoner Review Board	0	16	0.00%
Property Tax Appeal Board	0	25	0.00%
Public Health	76	1,082	7.02%
Racing Board	0	3	0.00%
Revenue	71	1,599	4.44%
Sentencing Policy Advisory Council	0	2	0.00%
State Fire Marshal	1	127	0.79%
State Police	18	1,106	1.63%

State Police Merit Board	0	4	0.00%
State Retirement Systems	0	94	0.00%
Torture Inquiry & Relief Commission	0	0	0.00%
Transportation	5	2,185	0.23%
Veterans' Affairs	16	1,302	1.23%
Workers' Compensation Commission	4	129	3.10%
<b>Grand Total</b>	<b>1,100</b>	<b>44,589</b>	<b>2.47%</b>

**Code Asian-American Employees in SPSA Positions as of 12/31/2012**

Agency	SPSA's		Asian-American %
	Asian-Americans	Total	
Aging	0	9	0.00%
Agriculture	0	21	0.00%
Arts Council	1	3	33.33%
Capital Development Board	0	0	0.00%
Central Management Services	4	128	3.13%
Children & Family Services	1	67	1.49%
Civil Service Commission	0	1	0.00%
Commerce & Economic Opportunity	2	55	3.64%
Commerce Commission	0	0	0.00%
Corrections	0	111	0.00%
Criminal Justice Information Authority	0	4	0.00%
Deaf and Hard of Hearing Commission	0	0	0.00%
Developmental Disabilities Council	0	2	0.00%
Emergency Management Agency	0	5	0.00%
Employment Security	4	66	6.06%
Environmental Protection	6	57	10.53%
Financial & Professional Regulation	2	43	4.65%
Gaming Board	0	13	0.00%
Guardianship & Advocacy	0	7	0.00%
Healthcare & Family Services	6	129	4.65%
Historic Preservation	0	7	0.00%
Human Rights Commission	0	2	0.00%
Human Rights Department	0	10	0.00%
Human Services	3	214	1.40%
Insurance	0	18	0.00%
Investment Board	0	2	0.00%
Juvenile Justice	1	19	5.26%
Labor	0	7	0.00%
Labor Relations Board, Educational	0	2	0.00%
Labor Relations Board, Illinois	0	2	0.00%
Law Enforcement Training and Standards	0	0	0.00%
Lottery	0	4	0.00%
Medical District Commission	0	0	0.00%
Military Affairs	0	1	0.00%
Natural Resources	1	44	2.27%
Pollution Control Board	0	1	0.00%
Prisoner Review Board	0	0	0.00%
Property Tax Appeal Board	0	1	0.00%
Public Health	6	66	9.09%
Racing Board	0	1	0.00%
Revenue	0	64	0.00%
Sentencing Policy Advisory Council	0	2	0.00%
State Fire Marshal	0	8	0.00%
State Police	1	28	3.57%
State Police Merit Board	0	1	0.00%

State Retirement Systems	0	6	0.00%
Torture Inquiry & Relief Commission	0	0	0.00%
Transportation	0	1	0.00%
Veterans' Affairs	0	18	0.00%
Workers' Compensation Commission	0	12	0.00%
<b>Grand Total</b>	<b>38</b>	<b>1,262</b>	<b>3.01%</b>

**Code Asian-American Employees in PSA Positions as of 12/31/2012**

Agency	PSA's		Asian-American %
	Asian-Americans	Total	
Aging	0	23	0.00%
Agriculture	0	19	0.00%
Arts Council	0	3	0.00%
Capital Development Board	0	1	0.00%
Central Management Services	2	215	0.93%
Children & Family Services	11	513	2.14%
Civil Service Commission	0	1	0.00%
Commerce & Economic Opportunity	2	93	2.15%
Commerce Commission	0	1	0.00%
Corrections	0	222	0.00%
Criminal Justice Information Authority	0	11	0.00%
Deaf and Hard of Hearing Commission	0	0	0.00%
Developmental Disabilities Council	0	3	0.00%
Emergency Management Agency	0	19	0.00%
Employment Security	8	210	3.81%
Environmental Protection	1	75	1.33%
Financial & Professional Regulation	3	59	5.08%
Gaming Board	1	30	3.33%
Guardianship & Advocacy	0	12	0.00%
Healthcare & Family Services	11	243	4.53%
Historic Preservation	0	9	0.00%
Human Rights Commission	0	1	0.00%
Human Rights Department	0	19	0.00%
Human Services	24	681	3.52%
Insurance	2	62	3.23%
Investment Board	0	0	0.00%
Juvenile Justice	1	24	4.17%
Labor	0	7	0.00%
Labor Relations Board, Educational	0	7	0.00%
Labor Relations Board, Illinois	0	8	0.00%
Law Enforcement Training and Standards	0	0	0.00%
Lottery	0	12	0.00%
Medical District Commission	0	0	0.00%
Military Affairs	0	2	0.00%
Natural Resources	0	65	0.00%
Pollution Control Board	0	9	0.00%
Prisoner Review Board	0	1	0.00%
Property Tax Appeal Board	0	4	0.00%
Public Health	17	248	6.85%
Racing Board	0	1	0.00%
Revenue	1	145	0.69%
Sentencing Policy Advisory Council	0	0	0.00%
State Fire Marshal	0	14	0.00%
State Police	2	65	3.08%

State Police Merit Board	0	1	0.00%
State Retirement Systems	0	12	0.00%
Torture Inquiry & Relief Commission	0	0	0.00%
Transportation	0	10	0.00%
Veterans' Affairs	0	41	0.00%
Workers' Compensation Commission	3	13	23.08%
<b>Grand Total</b>	<b>89</b>	<b>3,214</b>	<b>2.77%</b>

**Distribution of SPSA Incumbents Between Those Represented by Collective Bargaining and Those Not Represented by a Union, as of 12/31/2012**

Agency	Bargaining Unit?		Total	Barg Unit %
	Yes	No		
Aging	0	9	9	0.00%
Agriculture	0	21	21	0.00%
Arts Council	0	3	3	0.00%
Capital Development Board	0	0	0	0.00%
Central Management Services	0	128	128	0.00%
Children & Family Services	0	67	67	0.00%
Civil Service Commission	0	1	1	0.00%
Commerce & Economic Opportunity	3	52	55	5.45%
Commerce Commission	0	0	0	0.00%
Corrections	0	111	111	0.00%
Criminal Justice Information Authority	0	4	4	0.00%
Deaf and Hard of Hearing Commission	0	0	0	0.00%
Developmental Disabilities Council	0	2	2	0.00%
Emergency Management Agency	0	5	5	0.00%
Employment Security	0	66	66	0.00%
Environmental Protection	39	18	57	68.42%
Financial & Professional Regulation	0	43	43	0.00%
Gaming Board	5	8	13	38.46%
Guardianship & Advocacy	0	7	7	0.00%
Healthcare & Family Services	0	129	129	0.00%
Historic Preservation	0	7	7	0.00%
Human Rights Commission	0	2	2	0.00%
Human Rights Department	0	10	10	0.00%
Human Services	15	199	214	7.01%
Insurance	0	18	18	0.00%
Investment Board	0	2	2	0.00%
Juvenile Justice	0	19	19	0.00%
Labor	1	6	7	14.29%
Labor Relations Board, Educational	0	2	2	0.00%
Labor Relations Board, Illinois	0	2	2	0.00%
Law Enforcement Training and Standards	0	0	0	0.00%
Lottery	0	4	4	0.00%
Medical District Commission	0	0	0	0.00%
Military Affairs	0	1	1	0.00%
Natural Resources	12	32	44	27.27%
Pollution Control Board	0	1	1	0.00%
Prisoner Review Board	0	0	0	0.00%
Property Tax Appeal Board	0	1	1	0.00%
Public Health	17	49	66	25.76%
Racing Board	0	1	1	0.00%
Revenue	2	62	64	3.13%
Sentencing Policy Advisory Council	0	2	2	0.00%
State Fire Marshal	0	8	8	0.00%
State Police	8	20	28	28.57%

State Police Merit Board	0	1	1	0.00%
State Retirement Systems	0	6	6	0.00%
Torture Inquiry & Relief Commission	0	0	0	0.00%
Transportation	0	1	1	0.00%
Veterans' Affairs	0	18	18	0.00%
Workers' Compensation Commission		12	12	0.00%
<b>Grand Totals</b>	<b>102</b>	<b>1,160</b>	<b>1,262</b>	<b>8.08%</b>



**Distribution of PSA Incumbents Between Those Represented by Collective Bargaining and Those Not Represented by a Union, as of 12/31/2012**

Agency	Bargaining Unit?		Total	Barg Unit %
	Yes	No		
Aging	19	4	23	82.61%
Agriculture	17	2	19	89.47%
Arts Council	1	2	3	33.33%
Capital Development Board	1	0	1	100.00%
Central Management Services	183	32	215	85.12%
Children & Family Services	496	17	513	96.69%
Civil Service Commission	0	1	1	0.00%
Commerce & Economic Opportunity	90	3	93	96.77%
Commerce Commission	1	0	1	100.00%
Corrections	207	15	222	93.24%
Criminal Justice Information Authority	9	2	11	81.82%
Deaf and Hard of Hearing Commission	0	0	0	0.00%
Developmental Disabilities Council	2	1	3	66.67%
Emergency Management Agency	18	1	19	94.74%
Employment Security	152	58	210	72.38%
Environmental Protection	73	2	75	97.33%
Financial & Professional Regulation	50	9	59	84.75%
Gaming Board	29	1	30	96.67%
Guardianship & Advocacy	11	1	12	91.67%
Healthcare & Family Services	222	21	243	91.36%
Historic Preservation	9	0	9	100.00%
Human Rights Commission	0	1	1	0.00%
Human Rights Department	19	0	19	100.00%
Human Services	589	92	681	86.49%
Insurance	54	8	62	87.10%
Investment Board	0	0	0	0.00%
Juvenile Justice	23	1	24	95.83%
Labor	7	0	7	100.00%
Labor Relations Board, Educational	0	7	7	0.00%
Labor Relations Board, Illinois	0	8	8	0.00%
Law Enforcement Training and Standards	0	0	0	0.00%
Lottery	11	1	12	91.67%
Medical District Commission	0	0	0	0.00%
Military Affairs	2	0	2	100.00%
Natural Resources	55	10	65	84.62%
Pollution Control Board	9	0	9	100.00%
Prisoner Review Board	0	1	1	0.00%
Property Tax Appeal Board	3	1	4	75.00%
Public Health	240	8	248	96.77%
Racing Board	0	1	1	0.00%
Revenue	100	45	145	68.97%
Sentencing Policy Advisory Council	0	0	0	0.00%
State Fire Marshal	13	1	14	92.86%
State Police	57	8	65	87.69%

State Police Merit Board	0	1	1	0.00%
State Retirement Systems	10	2	12	83.33%
Torture Inquiry & Relief Commission	0	0	0	0.00%
Transportation	10	0	10	100.00%
Veterans' Affairs	15	26	41	36.59%
Workers' Compensation Commission	12	1	13	92.31%
<b>Grand Total</b>	<b>2,819</b>	<b>395</b>	<b>3,214</b>	<b>87.71%</b>

### III. 2013 State Asian American Employment On-line Survey

Pursuant to House Bill 4510/Public Act 097-0856, the Department of Central Management Services...

“...shall prepare and revise annually an Asian American Employment Plan... and shall report to the General Assembly by February 1<sup>st</sup> of each year beginning with February 1<sup>st</sup> of 2013, each state agency’s activities that implement the Asian American Employment Plan. Each State agency shall report annually to the Department and the Department of Human Rights, in a format prescribed by the Department, all of the agency’s activities in implementing the Asian American Employment Plan. Each agency’s annual report shall include reports or information related to the agency’s Asian American employment strategies and programs that the agency has received from the Illinois Department of Human Rights, the Department of Central Management Services, or the Auditor General, pursuant to their periodic review responsibilities; findings made by the Governor in his or her report to the General Assembly; assessments of service needs based upon the agency’s service populations; information on the agency’s studies and monitoring success concerning the number of Asian Americans employed by the agency at the supervisory, technical, professional, and managerial levels and any increases in those categories from the prior year; and information concerning the agency’s Asian American employment budget allocations.”

To standardize how information is gathered, the Department of Central Management Services in collaboration with the Asian American Employment Plan Advisory Council will develop an on-line survey to assist State agencies in reporting specific activities and data relevant to the Asian American employee workforce. This on-line survey is scheduled to launch during the fall of 2013, all code agencies are required to respond. The intent of this inaugural survey is to gather information as required by the legislation to develop benchmarks from which the State Asian American Employment Plan could be developed and evaluated in subsequent years.

### IV. 2013 Asian American Employment Action Plan and Objectives

STRATEGY	WHO	WHEN
<b>Leadership</b> <b>1.0</b> Each agency director will be given a copy of the 2013 Asian American Employment Plan with a letter from the Governor highlighting the importance of diversity in general while reminding agencies of their obligation to Affirmative Action and Equal Employment Opportunity.	CMS, Governor’s Office	1 <sup>st</sup> Quarter
<b>1.1</b> An overview of the Plan will be presented to the Governor’s Deputy Chiefs of Staff and Agency Directors to inform on specifics of the Plan and to affirm the Administration’s commitment to the Plan.	CMS, Governor’s Office, Agency Directors	2 <sup>nd</sup> Quarter
<b>1.2</b> Appoint 11-members of Asian American subject matter expertise to the Asian American Employment Plan Advisory Council to analyze all relevant employment data, as required by PA 097-0856.	Governor’s Office of Executive Appointments	1 <sup>st</sup> Quarter
<b>1.2</b> Analyze all relevant data to develop 2014 ASAEP for presentation to the General Assembly by February 1 <sup>st</sup> , as required by PA 097-0856.	CMS, code state agencies, Asian American Advisory Council	1 <sup>st</sup> Quarter
<b>1.3</b> Provide administrative support to the Asian American Advisory Council pursuant to specific reporting responsibilities outlined in PA 097-0856.	CMS, Governor’s Office, Asian American Advisory Council	Ongoing

STRATEGY	WHO	WHEN
<p><b>Recruitment and Selection</b></p> <p><b>2.0</b> Mandated Hiring and/or Promotion Monitors must be completed by agencies and authorized by CMS prior to personnel transaction processing. Plan coordinator will review these forms for use in assessing an agency's overall best practices relevant to Asian American underutilization.</p>	<p>Department of Human Rights, all state agencies under the Governor's jurisdiction, CMS</p>	<p>1<sup>st</sup> Quarter, then ongoing</p>
<p><b>2.1</b> Compile Asian American grade and application data to ensure that Asian Americans are fully informed of e-recruiting online application procedures, ensuring that the number of Asian Americans applying for state jobs is not adversely affected.</p>	<p>CMS</p>	<p>1st quarter, then ongoing and reported in each subsequent Plan.</p>
<p><b>2.2</b> Present at the CMS monthly personnel managers/EEO meeting to provide an overview of the State Asian American Employment Plan.</p>	<p>CMS</p>	<p>2<sup>nd</sup> quarter</p>
<p><b>2.3</b> Review the Underutilization Regional Summary Report prepared by DHR to use in developing objectives for improvement.</p>	<p>CMS, State ASAEP Advisory Council</p>	<p>3<sup>rd</sup> Quarter</p>
<p><b>Education</b></p> <p><b>3.0</b> CMS will continue follow-up meetings with agencies identified by the Department of Human Rights as failing to meet their affirmative action goals.</p>	<p>CMS</p>	<p>Ongoing</p>
<p><b>3.1</b> Quarterly EEO/AA officer meetings will be conducted in conjunction with CMS personnel managers meetings.</p>	<p>CMS, DHR</p>	<p>Ongoing</p>
<p><b>3.2</b> The Upward Mobility Program, subject to Appropriation, provides an important pathway to promotional opportunity. Benchmark information will be gathered and reported in the 2013 ASAEP and each subsequent Plan thereafter, to document Asian American participation and completion rates.</p>	<p>CMS, UMP</p>	<p>4<sup>th</sup> quarter</p>
<p><b>Accountability</b></p> <p><b>4.0</b> CMS will launch an on-line survey to assess agencies' activities in implementing the plan. Each year CMS will work collaboratively with the Asian American Employment Council to review and revise, as needed.</p>	<p>CMS, all state agencies under the Governor's jurisdiction, Asian American Employment Plan Advisory Council</p>	<p>4<sup>th</sup> Quarter</p>

STRATEGY	WHO	WHEN
4.1 CMS will prepare an Executive Summary documenting agencies' progress towards meeting stated goals relevant to Asian American employment and promotion.	CMS	4 <sup>th</sup> Quarter
4.2 Work collaboratively with the Asian American Employment Advisory Council to develop Plan objectives for next reporting year.	CMS, Asian American Advisory Council	4 <sup>th</sup> Quarter

## VI. Conclusion

According to the 2010 U.S. Census data, Asian Americans comprise slightly over five percent of Illinois' population, but to date, only about two percent of the state's overall workforce. A vital role of the Asian American Employment Plan Advisory Council will be to look closer at underutilization goals across all code agencies, counties and titles and develop an annual comprehensive plan to assist state agencies to meet their individual objectives. The data reported within this report indicates that 47.7% of the state's Asian American workforce is concentrated within one state agency, the Department of Human Services.

The Asian American Employment Plan will enable the State of Illinois to improve the representation of Asian Americans at all levels of the state workforce by:

- Establishing benchmarks to measure the State's efforts;
- Incorporating individual agency's best practices into statewide practices.
- Implementing a standard process for all agencies to use when developing strategies for recruitment, hiring, retention and promotion.
- Establishing the Asian American Employment Plan Advisory Council, appointed by the Governor, to set goals and objectives as may be required to increase the opportunities for hiring, retaining and promotion of Asian Americans in the state workforce.
- Designating a Plan Coordinator within the Department of Central Management Services to work jointly with the Asian American Employment Plan Advisory Council to ensure that the goals of the Plan are met.

Over the course of the coming year, the goals and objectives outlined in this report will be adjusted and broadened to improve career opportunities for Asian Americans in the state workforce and for improved service to all citizens of Illinois.

Questions on the State Asian American Employment Plan may be directed to: Cory Foster, 312/814-2364 or [Cory.Foster@illinois.gov](mailto:Cory.Foster@illinois.gov).





