



State of Illinois
Illinois Department of Central Management Services

STATE OF ILLINOIS 2016

Asian American Employment Plan



Respectfully submitted to the Illinois General Assembly
by Central Management Services



OFFICE OF THE GOVERNOR

207 STATE HOUSE
SPRINGFIELD, ILLINOIS 62706

BRUCE RAUNER
GOVERNOR

February 1, 2016

Dear General Assembly Member,

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

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

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

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

Sincerely,

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

Bruce Rauner
Governor



ILLINOIS

Bruce Rauner, Governor

DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

Michael M. Hoffman, Acting Director

February 1, 2016

Dear General Assembly Member:

Enclosed please find an electronic copy of the 2016 State Asian American Employment Plan, which the Department of Central Management Services is required to prepare and submit to the General Assembly, pursuant to Public Act 097-0856, 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 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 and recommendations.

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

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

Sincerely,

A handwritten signature in black ink, appearing to read "M. M. Hoffman", followed by a long horizontal line extending to the right.

Michael M. Hoffman
Acting Director

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I. State Asian American Employment Plan Background

The State Asian American Employment Plan was the result of HB 4510, which was signed into law, becoming Public Act 097-0856 effective July 27, 2012. 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 the Department of Central Management Services (CMS) to prepare an Asian American Employment Plan (AsAEP) and report to the General Assembly each year by February 1 on agencies' activities in implementing the Plan. In turn, each agency is required to report annually to CMS all activities in implementing the AsAEP and shall do this in a format as prescribed by CMS in collaboration with the AsAEP Advisory Council.

In 2013, CMS implemented the first AsAEP and began collaborations with the AsAEP Advisory Council to develop the 2014 AsAEP. CMS continues to work collaboratively with the AsAEP Advisory Council to develop subsequent plans and update them with current demographics and employment statistics relating to Illinois' Asian American general population as compared to the Asian American State employee workforce.

In 2013, CMS, in partnership with the AsAEP Advisory Council, developed an on-line survey to assist agencies in reporting activities, strategies, and programs undertaken in accordance with the AsAEP. The first online survey was distributed to State agencies during the Fall of 2013. The inaugural on-line survey provided a detailed profile of the Asian American State employee workforce and helped in developing objectives for the next annual Plan.

The AsAEP Advisory Council continues to assist CMS in developing the yearly on-line survey and with targeted outreach efforts in the Asian American community.

II. Executive Summary

Data used for developing the 2016 report is based on calendar year 2015, a year in which State agencies regained some opportunities to hire. Overall, the State's workforce saw a net increase of 2,593 code employees from 44,279 in December 2014 compared to 46,872 at the end of December 2015.

Data from 2015 shows that the total number of Asian American Personnel Code-covered State employees has remained steady from 2.5% in 2014 to approximately 2.6%, with a modest increase of 105 employees. This figure stands in contrast to the overall percentage of Asian Americans in the Illinois population, which was 5.2% according to the 2010 Census.

When considering the percentage of Asian American Personnel Code-covered State employees by county, data shows that out of the four counties where the Asian American population equals or exceeds the state average, only two had a higher percentage of Asian American state employees than the percentage of Asian Americans in the population. Improvement is needed in Champaign, Cook, DuPage, Jackson, McLean, Peoria, and Will Counties.

There are 1,203 Asian American Personnel Code-covered State employees across Illinois. The five agencies with the highest number of Asian American employees are the Department of Human Services, Department of Public Health, Department of Revenue, Department of Healthcare and Family Services, and Department of Corrections. In three of these five agencies, the percentage of Personnel Code-covered Asian American State employees in the agency workforce is higher than the overall percentage of Asian American Personnel Code-covered State employees. Considering percentage terms alone, there are seven state agencies at which the percentage of Asian American Personnel Code-covered State employees is higher than the percentage of Asian Americans in the overall Illinois population.

In calendar year 2015, 99,788 open competitive exams were administered to applicants seeking State employment. Of those, 2,402 were administered to Asian Americans. Sixty-five percent of Asian Americans who took these exams received qualifying grades. This passage rate is comparable to other applicants at 69 percent.

The statistical data from this report shows that while there are several agencies with an Asian American workforce near or on par with the overall population percentage of Asian Americans in Illinois, within the vast majority of agencies, the percentage of Asian American Personnel Code-covered employees is well below the percentage of Asian Americans in the Illinois population.

III. Current Demographics

Based on State employment workforce statistics as of December 31, 2015, approximately 2.6% of the Personnel Code-covered State employees are Asian American (1,203). Setting that figure in context, Asian Americans comprise 5.2% of Illinois' general population (based on the 2010 census). The eight Illinois counties with the highest population of Asian Americans are listed below followed by the corresponding number of Personnel Code-covered Asian American State employees.

COUNTY	% ASIAN AMERICAN POPULATION	ASIAN AMERICANS AS % STATE WORKFORCE
Cook	(322,672) 6.2%	(476) 5.01%
Du Page	(92,304) 10.1%	(30) 5.11%
Lake	(44,358) 6.3%	(69) 8.46%
Will	(30,833) 4.6%	(18) 1.0%
Champaign	(17,969) 8.9%	(2) 0.2%
Kane	(17,895) 3.5%	(243) 15.6%
Mc Henry	(7,807) 2.5%	(4) 3.96%
Sangamon	(3,220) 1.6%	(204) 2.17%

There are 1,203 Asian American Personnel Code-covered State employees, an increase of 9.7% from 2014. The five agencies with the largest number of Asian American Personnel Code-covered employees are indicated below, followed by the number of Asian American Personnel Code-covered employees and their percentage of the total agency workforce.

AGENCY	COUNT OF ASIAN AMERICAN EMPLOYEES
Department of Human Services	623 (4.7%)
Department of Public Health	83 (7.3%)
Department of Revenue	63 (3.97%)
Department of Corrections	70 (0.6%)
Department of Healthcare & Family Services	53 (2.69%)

In calendar year 2015, 99,788 open competitive exams were administered. Of those, 2,402 were administered to Asian Americans. The chart below illustrates how Asian Americans fared when compared to all applicants. Compared to other applicants, Asian Americans passed at a comparable rate: 64.5% of Asian Americans who took the exams passed, compared to 69.1% of non-Asian American applicants.

CY 2015	ASIAN AMERICANS	NON- ASIAN AMERICANS	TOTAL
Open Competitive Total Grades	2,402	97,386	99,788
A Grade	558	23,628	24,186
B Grade	586	28,914	29,500
C Grade	406	14,719	15,125
Failed Grade	852	30,125	30,977

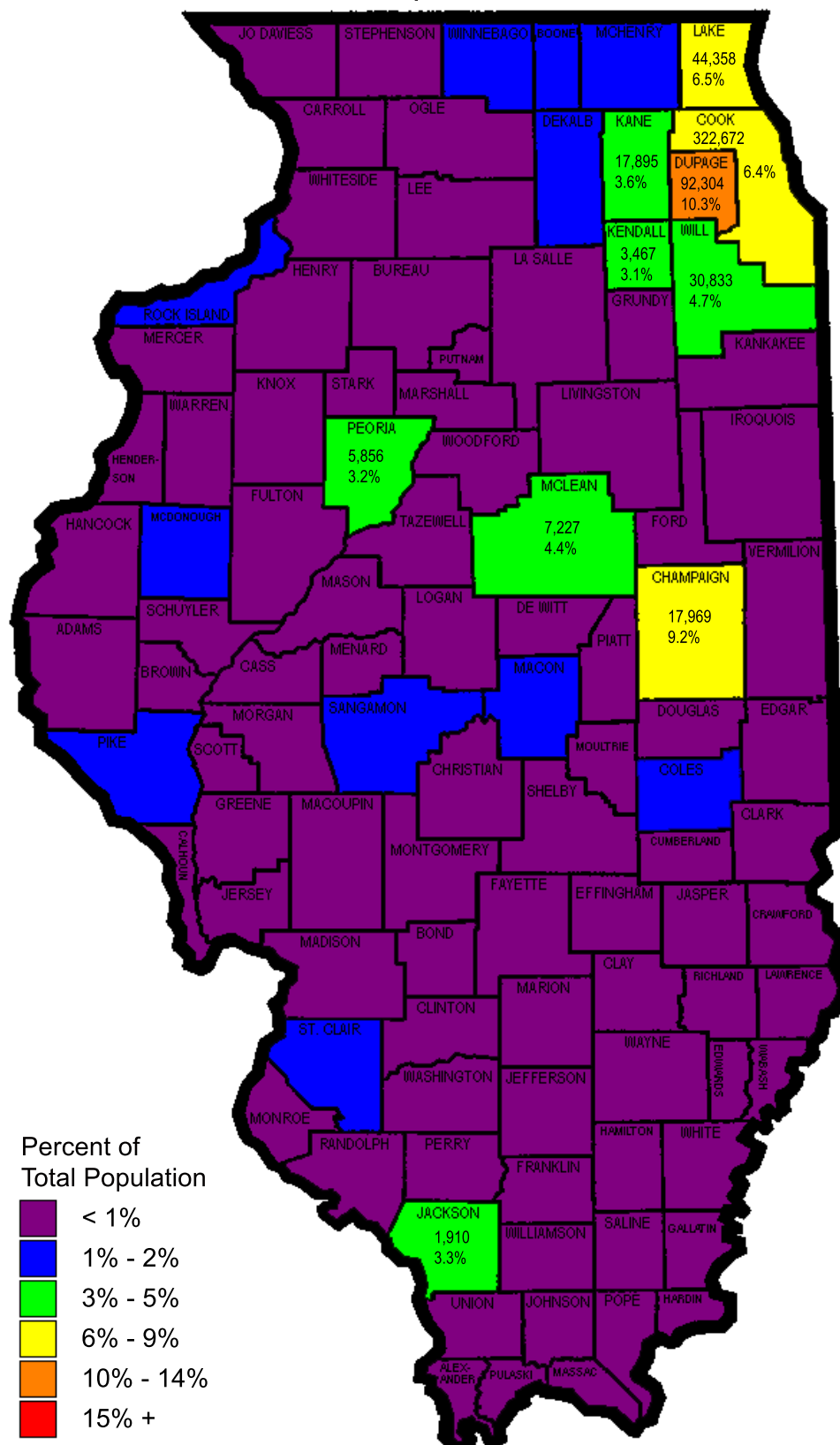
In the Upward Mobility Program, there was an increase in Asian American employee participation during 2015. There were 51 Asian Americans enrolled in 2015 compared to 49 that were enrolled in 2014. There were 9 Asian Americans promoted under the program during 2015.

Veterans are provided preference in state hiring, which may influence minority hiring among state agencies. Veterans account for 18.1% of the total Personnel Code-covered employee workforce. There are a total of 8,463 veterans employed in Personnel Code positions, including 89 Asian American veterans. Asian American veterans account for 1.1% of the state employee veterans. The agencies with highest number of veterans are shown below along with the total number of Asian American veterans.

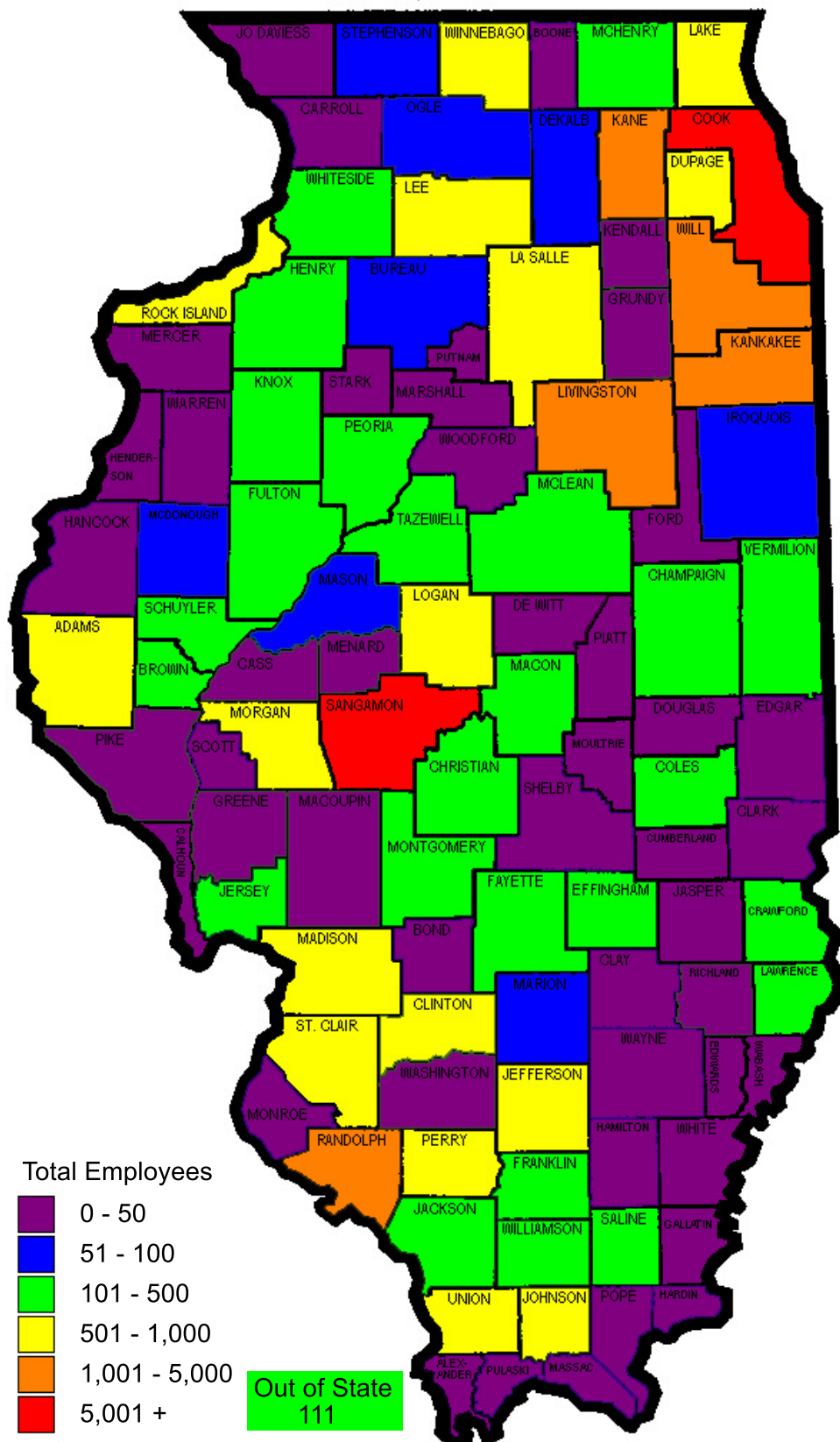
State Employee Veterans

AGENCY	Asian	% Asian	Total veterans
CORRECTIONS	12	0.5%	2,571
TRANSPORTATION	5	0.3%	1,797
HUMAN SERVICES	14	1.1%	1,261
HEALTHCARE & FAMILY SERVICES	0	0.0%	330
EMPLOYMENT SECURITY	4	1.3%	301
NATURAL RESOURCES	3	1.1%	280
VETERANS AFFAIRS	3	1.2%	245
CENTRAL MANAGEMENT SERVICES	0	0.0%	235
REVENUE	2	0.9%	225

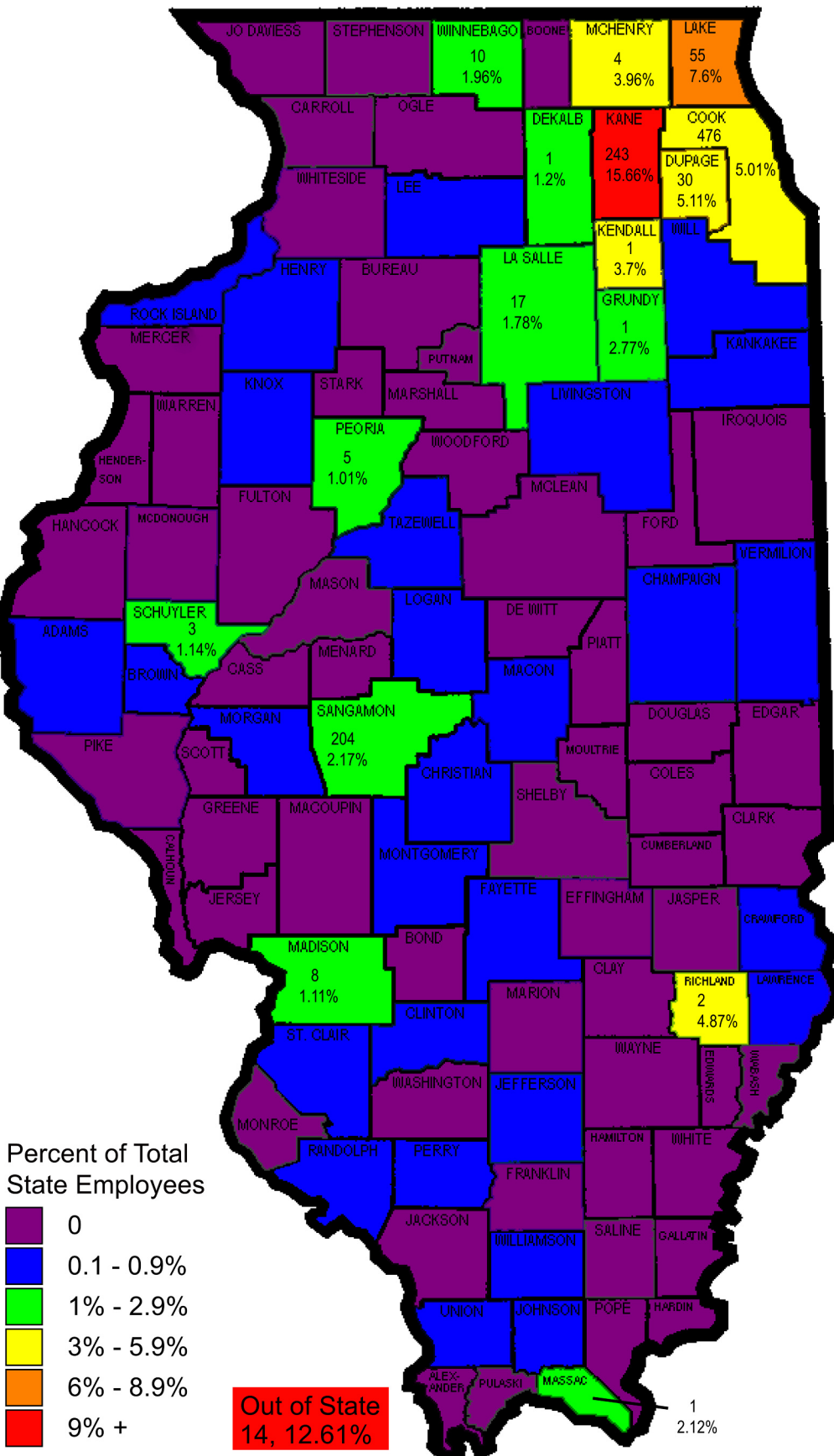
Illinois Asian American Population 2010 Census Data



Coded State Employees as of 12/31/2015



Coded Asian American State Employees as of 12/31/2015



Asian American Population * vs. Workforce 2015**

COUNTY NAME	TOTAL POPULATION	%	TOTAL	STATE EMPLOYEES		
				All	% Asian American	TOTAL Asian American
Adams	67,103	0.70%	441	646	0.61%	4
Alexander	8,238	0.20%	16	34	0.00%	0
Bond	17,768	0.40%	68	12	0.00%	0
Boone	54,165	1.30%	686	13	0.00%	0
Brown	6,937	0.20%	16	392	0.51%	2
Bureau	34,978	0.70%	228	64	0.00%	0
Calhoun	5,089	0.20%	12	20	0.00%	0
Carroll	15,387	0.30%	53	26	0.00%	0
Cass	13,642	0.30%	44	17	0.00%	0
Champaign	201,081	8.90%	17,969	319	0.62%	2
Christian	34,800	0.50%	167	294	0.34%	1
Clark	16,335	0.30%	55	20	0.00%	0
Clay	13,815	0.50%	63	17	0.00%	0
Clinton	37,762	0.40%	167	966	0.72%	7
Coles	53,873	1.00%	531	134	0.00%	0
Cook	5,194,675	6.20%	322,672	9,494	5.01%	476
Crawford	19,817	0.50%	103	278	0.35%	1
Cumberland	11,048	0.20%	27	23	0.00%	0
De Kalb	105,160	2.30%	2,438	83	1.20%	1
De Witt	16,561	0.40%	60	35	0.00%	0
Douglas	19,980	0.40%	83	28	0.00%	0
DuPage	916,924	10.10%	92,304	587	5.11%	30
Edgar	18,576	0.20%	33	42	0.00%	0
Edwards	6,721	0.30%	22	0	0.00%	0
Effingham	34,242	0.40%	147	101	0.00%	0
Fayette	22,140	0.20%	51	407	0.24%	1
Ford	14,081	0.30%	37	27	0.00%	0
Franklin	39,561	0.30%	124	139	0.00%	0
Fulton	37,069	0.30%	112	412	0.00%	0
Gallatin	5,589	0.10%	5	1	0.00%	0
Greene	13,886	0.10%	16	10	0.00%	0
Grundy	50,063	0.70%	327	36	2.77%	1
Hamilton	8,457	0.20%	19	6	0.00%	0
Hancock	19,104	0.20%	46	25	0.00%	0
Hardin	4,320	0.50%	22	14	0.00%	0
Henderson	7,331	0.20%	15	16	0.00%	0
Henry	50,486	0.40%	191	278	0.71%	2
Iroquois	29,718	0.30%	103	52	0.00%	0
Jackson	60,218	3.20%	1,910	142	0.00%	0
Jasper	9,698	0.20%	24	20	0.00%	0
Jefferson	38,827	0.60%	246	517	0.58%	3
Jersey	22,985	0.30%	77	129	0.00%	0
Jo Daviess	22,678	0.30%	72	23	0.00%	0
Johnson	12,582	0.20%	22	792	0.25%	2
Kane	515,269	3.50%	17,895	1551	15.66%	243
Kankakee	113,449	0.90%	1,052	1,747	0.97%	17
Kendall	114,736	3.00%	3,467	27	3.70%	1
Knox	52,919	0.60%	338	410	0.24%	1
Lake	703,462	6.30%	44,358	815	8.46%	69
La Salle	113,924	0.70%	762	953	1.78%	17
Lawrence	16,833	0.20%	38	415	0.72%	3
Lee	36,031	0.70%	246	900	0.66%	6
Livingston	38,950	0.50%	199	1134	0.26%	3
Logan	30,305	0.60%	184	826	0.84%	7
McDonough	32,612	1.80%	580	51	0.00%	0
Mc Henry	308,760	2.50%	7,807	101	3.96%	4
Mc Lean	169,572	4.30%	7,227	165	0.00%	0
Macon	110,768	1.00%	1,118	449	0.22%	1
Macoupin	47,765	0.30%	129	48	0.00%	0

Asian American Population * vs. Workforce 2015**

COUNTY NAME	TOTAL POPULATION	% Asian American	TOTAL Asian American	STATE EMPLOYEES		
				All	% Asian American	TOTAL Asian American
Madison	269,282	0.80%	2,254	717	1.11%	8
Marion	39,437	0.60%	224	61	0.00%	0
Marshall	12,640	0.40%	45	24	0.00%	0
Mason	14,666	0.30%	40	55	0.00%	0
Massac	15,429	0.30%	42	47	2.12%	1
Menard	12,705	0.20%	30	16	0.00%	0
Mercer	16,434	0.30%	52	10	0.00%	0
Monroe	32,957	0.40%	144	23	0.00%	0
Montgomery	30,104	0.40%	111	491	0.61%	3
Morgan	35,547	0.50%	168	817	0.24%	2
Moultrie	14,846	0.20%	31	18	0.00%	0
Ogle	53,497	0.50%	250	54	0.00%	0
Peoria	186,494	3.10%	5,856	491	1.01%	5
Perry	22,350	0.40%	87	526	0.57%	3
Piatt	16,729	0.30%	51	14	0.00%	0
Pike	16,430	0.20%	38	32	0.00%	0
Pope	4,470	0.20%	11	5	0.00%	0
Pulaski	6,161	0.20%	13	12	0.00%	0
Putnam	6,006	0.20%	13	3	0.00%	0
Randolph	33,476	0.30%	104	1534	0.65%	10
Richland	16,233	0.70%	119	41	4.87%	2
Rock Island	147,546	1.60%	2,419	539	0.55%	3
St. Clair	270,056	1.20%	3,276	665	0.45%	3
Saline	24,913	0.40%	101	288	0.00%	0
Sangamon	197,465	1.60%	3,220	9,378	2.17%	204
Schuyler	7,544	0.10%	9	262	1.14%	3
Scott	5,355	0.20%	12	9	0.00%	0
Shelby	22,363	0.30%	56	21	0.00%	0
Stark	5,994	0.30%	19	20	0.00%	0
Stephenson	47,711	0.60%	297	75	0.00%	0
Tazewell	135,394	0.70%	999	146	0.68%	1
Union	17,808	0.30%	54	760	0.65%	5
Vermilion	81,625	0.70%	564	402	0.24%	1
Wabash	11,947	0.60%	70	28	0.00%	0
Warren	17,707	0.50%	94	42	0.00%	0
Washington	14,716	0.30%	42	22	0.00%	0
Wayne	16,760	0.40%	71	24	0.00%	0
White	14,665	0.20%	31	24	0.00%	0
Whiteside	58,498	0.50%	276	136	0.00%	0
Will	677,560	4.60%	30,833	1,814	0.99%	18
Williamson	66,357	0.80%	561	298	0.67%	2
Winnebago	295,266	2.30%	6,810	508	1.96%	10
Woodford	38,664	0.60%	213	26	0.00%	0
Totals	12,830,632	4.60%	586,934	46,872	2.56%	1,203

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

** Reflects Code Employees as of 12/31/2015

14 Asian American employees live outside the boundaries of the State of Illinois

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

Agency	Employees		Asian-American
	Asian-Americans	Total	%
AGING	5	143	3.50%
AGRICULTURE	3	335	0.90%
ARTS COUNCIL	1	11	9.09%
CAPITAL DEVELOPMENT BD	1	49	2.04%
CENTRAL MANAGEMENT SVCS	31	1,414	2.19%
CHILDREN & FAMILY SVCS	51	2,547	2.00%
CIVIL SERVICE COMMISSION	0	4	0.00%
COMM & ECON OPPORTUNITY	7	307	2.28%
COMMERCE COMMISSION	0	65	0.00%
CORRECTIONS	70	11,915	0.59%
CRIMINAL JUSTICE AUTH	5	54	9.26%
DEAF&HARD OF HEARING COM	0	6	0.00%
DEV DISABILITIES COUNCIL	0	9	0.00%
EMERGENCY MGMT AGENCY	0	79	0.00%
EMPLOYMENT SECURITY	45	1,206	3.73%
ENVIRONMENTAL PROTECTION	46	730	6.30%
FIN & PROF REG	13	425	3.06%
GAMING BOARD	2	172	1.16%
GUARDIANSHIP & ADVOCACY	1	99	1.01%
HEALTHCARE & FAMILY SRV	53	1,967	2.69%
HISTORIC PRESERVATION	0	139	0.00%
HUMAN RIGHTS COMMISSION	0	14	0.00%
HUMAN RIGHTS DEPARTMENT	3	130	2.31%
HUMAN SERVICES	623	13,260	4.70%
IL TORTURE INQRY RLF COM	0	2	0.00%
INDEPENDENT TAX TRIBUNAL	1	1	100.00%
INSURANCE	12	250	4.80%
INVESTMENT BOARD	0	3	0.00%
JUVENILE JUSTICE	11	1,057	1.04%
LABOR	1	87	1.15%
LABOR REL BD EDUCATIONAL	0	9	0.00%
LABOR RELATIONS BD ILL	1	14	7.14%
LAW ENF TRNG&STANDARD BD	1	19	5.26%
LOTTERY	4	132	3.03%
MILITARY AFFAIRS	0	126	0.00%
NATURAL RESOURCES	10	1,228	0.81%
POLLUTION CONTROL BOARD	0	19	0.00%
PRISONER REVIEW BOARD	0	22	0.00%
PROPERTY TAX APPEAL BD	0	33	0.00%
PUBLIC HEALTH	83	1,137	7.30%
RACING BOARD	0	2	0.00%
REVENUE	63	1,588	3.97%
STATE FIRE MARSHAL	0	123	0.00%
STATE POLICE*	19	1,047	1.81%
STATE POLICE MERIT BOARD	0	6	0.00%
STATE RETIREMENT SYSTEMS	2	102	1.96%
TRANSPORTATION**	9	3,281	0.27%
VETERANS AFFAIRS	22	1,381	1.59%
WORKERS COMPENSATION COM	4	123	3.25%
STATE WIDE TOTALS :	1203	46,872	2.57%

*State Police has an additional 1,720 sworn personnel that are not Personnel Code-covered employees of which 23 are Asian Americans (1.3%).

** Transportation has an additional 2,888 employees that are not Personnel Code-covered of which 90 are Asian Americans (3.1%).

**Personnel Code-Covered Asian American Employees in SPSA Positions
as of 12/31/2015**

Agency	SPSA Employees		Asian American %
	Asian Americans	Total	
AGING	0	15	0
AGRICULTURE	0	22	0
ARTS COUNCIL	0	2	0
CAPITAL DEVELOPMENT BD	0	0	0
CENTRAL MANAGEMENT SVCS	7	104	6.73
CHILDREN & FAMILY SVCS	0	89	0
CIVIL SERVICE COMMISSION	0	1	0
COMM & ECON OPPORTUNITY	1	49	2.04
COMMERCE COMMISSION	0	0	0
CORRECTIONS	2	103	1.94
CRIMINAL JUSTICE AUTH	0	5	0
DEAF&HARD OF HEARING COM	0	2	0
DEV DISABILITIES COUNCIL	0	2	0
EMERGENCY MGMT AGENCY	0	4	0
EMPLOYMENT SECURITY	4	68	5.88
ENVIRONMENTAL PROTECTION	4	42	9.52
FIN & PROF REG	2	44	4.54
GAMING BOARD	0	13	0
GUARDIANSHIP & ADVOCACY	0	7	0
HEALTHCARE & FAMILY SRV	4	125	3.2
HISTORIC PRESERVATION	0	14	0
HUMAN RIGHTS COMMISSION	0	2	0
HUMAN RIGHTS DEPARTMENT	0	10	0
HUMAN SERVICES	4	181	2.2
IL TORTURE INQRY RLF COM	0	0	0
INDEPENDENT TAX TRIBUNAL	0	0	0
INSURANCE	0	22	0
INVESTMENT BOARD	0	1	0
JUVENILE JUSTICE	0	27	0
LABOR	0	8	0
LABOR REL BD EDUCATIONAL	0	2	0
LABOR RELATIONS BD ILL	0	3	0
LAW ENF TRNG&STANDARD BD	0	2	0
LOTTERY	0	6	0
MILITARY AFFAIRS	0	2	0
NATURAL RESOURCES	1	50	2
POLLUTION CONTROL BOARD	0	1	0
PRISONER REVIEW BOARD	0	0	0
PROPERTY TAX APPEAL BD	0	2	0
PUBLIC HEALTH	5	65	7.69
RACING BOARD	0	1	0
REVENUE	1	60	1.66
STATE FIRE MARSHAL	0	12	0
STATE POLICE	1	23	4.34
STATE POLICE MERIT BOARD	0	1	0
STATE RETIREMENT SYSTEMS	0	8	0
TRANSPORTATION	0	0	0
VETERANS AFFAIRS	0	17	0
WORKERS COMPENSATION COM	1	14	7.14
GRAND TOTAL:	37	1,231	3.01

**Personnel Code-Covered Asian American Employees in PSA Positions
as of 12/31/2015**

Agency	PSA Employees		Asian American %
	Asian American	Total	
AGING	0	18	0.00%
AGRICULTURE	0	14	0.00%
ARTS COUNCIL	0	1	0.00%
CAPITAL DEVELOPMENT BD	0	1	0.00%
CENTRAL MANAGEMENT SVCS	3	194	1.55%
CHILDREN & FAMILY SVCS	11	465	2.37%
CIVIL SERVICE COMMISSION	0	1	0.00%
COMM & ECON OPPORTUNITY	3	74	4.05%
COMMERCE COMMISSION	0	1	0.00%
CORRECTIONS	1	208	0.48%
CRIMINAL JUSTICE AUTH	0	11	0.00%
DEAF&HARD OF HEARING COM	0	2	0.00%
DEV DISABILITIES COUNCIL	0	3	0.00%
EMERGENCY MGMT AGENCY	0	17	0.00%
EMPLOYMENT SECURITY	6	150	4.00%
ENVIRONMENTAL PROTECTION	2	72	2.78%
FIN & PROF REG	2	59	3.39%
GAMING BOARD	1	34	2.94%
GUARDIANSHIP & ADVOCACY	0	12	0.00%
HEALTHCARE & FAMILY SRV	9	236	3.81%
HISTORIC PRESERVATION	0	5	0.00%
HUMAN RIGHTS COMMISSION	0	1	0.00%
HUMAN RIGHTS DEPARTMENT	0	19	0.00%
HUMAN SERVICES	31	656	4.73%
IL TORTURE INQRY RLF COM	0	1	0.00%
INDEPENDENT TAX TRIBUNAL	1	1	100.00%
INSURANCE	2	56	3.57%
INVESTMENT BOARD	0	0	0.00%
JUVENILE JUSTICE	1	24	4.17%
LABOR	0	9	0.00%
LABOR REL BD EDUCATIONAL	0	5	0.00%
LABOR RELATIONS BD ILL	1	7	14.29%
LAW ENF TRNG&STANDARD BD	0	4	0.00%
LOTTERY	0	10	0.00%
MILITARY AFFAIRS	0	4	0.00%
NATURAL RESOURCES	2	63	3.17%
POLLUTION CONTROL BOARD	0	10	0.00%
PRISONER REVIEW BOARD	0	1	0.00%
PROPERTY TAX APPEAL BD	0	4	0.00%
PUBLIC HEALTH	19	267	7.12%
RACING BOARD	0	0	0.00%
REVENUE	1	137	0.73%
STATE FIRE MARSHAL	0	13	0.00%
STATE POLICE	2	52	3.85%
STATE POLICE MERIT BOARD	0	1	0.00%
STATE RETIREMENT SYSTEMS	1	8	12.50%
TRANSPORTATION	1	17	5.88%
VETERANS AFFAIRS	0	36	0.00%
WORKERS COMPENSATION COM	2	11	18.18%
GRAND TOTAL:	102	2,995	3.41%

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

Agency	Bargaining Unit?		Total	Bargaining Unit %
	Yes	No		
AGING	0	17	17	0.0%
AGRICULTURE	0	24	24	0.0%
ARTS COUNCIL	0	3	3	0.0%
CAPITAL DEVELOPMENT BD	0	0	0	0.0%
CENTRAL MANAGEMENT SVCS	0	123	123	0.0%
CHILDREN & FAMILY SVCS	0	84	84	0.0%
CIVIL SERVICE COMMISSION	0	1	1	0.0%
COMM & ECON OPPORTUNITY	0	74	74	0.0%
COMMERCE COMMISSION	0	0	0	0.0%
CORRECTIONS	0	124	124	0.0%
CRIMINAL JUSTICE AUTH	0	4	4	0.0%
DEAF&HARD OF HEARING COM	0	2	2	0.0%
DEV DISABILITIES COUNCIL	0	2	2	0.0%
EMERGENCY MGMT AGENCY	0	5	5	0.0%
EMPLOYMENT SECURITY	0	62	62	0.0%
ENVIRONMENTAL PROTECTION	0	47	47	0.0%
FIN & PROF REG	0	43	43	0.0%
GAMING BOARD	5	7	12	41.7%
GUARDIANSHIP & ADVOCACY	0	7	7	0.0%
HEALTHCARE & FAMILY SRV	0	139	139	0.0%
HISTORIC PRESERVATION	0	16	16	0.0%
HUMAN RIGHTS COMMISSION	0	2	2	0.0%
HUMAN RIGHTS DEPARTMENT	0	9	9	0.0%
HUMAN SERVICES	0	198	198	0.0%
IL TORTURE INQRY RLF COM	0	1	1	0.0%
INDEPENDENT TAX TRIBUNAL	0	0	0	0.0%
INSURANCE	0	18	18	0.0%
INVESTMENT BOARD	0	2	2	0.0%
JUVENILE JUSTICE	0	30	30	0.0%
LABOR	0	8	8	0.0%
LABOR REL BD EDUCATIONAL	0	2	2	0.0%
LABOR RELATIONS BD ILL	0	3	3	0.0%
LAW ENF TRNG&STANDARD BD	0	2	2	0.0%
LOTTERY	0	6	6	0.0%
MILITARY AFFAIRS	0	2	2	0.0%
NATURAL RESOURCES	0	45	45	0.0%
POLLUTION CONTROL BOARD	0	1	1	0.0%
PRISONER REVIEW BOARD	0	0	0	0.0%
PROPERTY TAX APPEAL BD	0	2	2	0.0%
PUBLIC HEALTH	0	71	71	0.0%
RACING BOARD	0	1	1	0.0%
REVENUE	0	61	61	0.0%
STATE FIRE MARSHAL	0	11	11	0.0%
STATE POLICE	4	24	28	14.3%
STATE POLICE MERIT BOARD	0	1	1	0.0%
STATE RETIREMENT SYSTEMS	0	7	7	0.0%
TRANSPORTATION	0	0	0	0.0%
VETERANS AFFAIRS	0	16	16	0.0%
WORKERS COMPENSATION COM	0	15	15	0.0%
GRAND TOTAL:	9	1,322	1,331	0.7%

**Distribution of PSA Employees Represented by Collective Bargaining Units and
Not Represented by Collective Bargaining Units, as of 12/31/2015**

Agency	Bargaining Unit?		Total	Bargaining Unit %
	Yes	No		
AGRICULTURE	4	13	17	23.5%
ARTS COUNCIL	0	2	2	0.0%
CAPITAL DEVELOPMENT BD	1	0	1	100.0%
CENTRAL MANAGEMENT SVCS	114	82	196	58.2%
CHILDREN & FAMILY SVCS	310	145	455	68.1%
CIVIL SERVICE COMMISSION	0	1	1	0.0%
COMMERCE & ECONOMIC OPPORTUNITY	49	29	78	62.8%
COMMERCE COMMISSION	1	0	1	100.0%
CORRECTIONS	69	138	207	33.3%
CRIMINAL JUSTICE AUTH	5	5	10	50.0%
DEAF&HARD OF HEARING COM	0	2	2	0.0%
DEV DISABILITIES COUNCIL	0	3	3	0.0%
EMERGENCY MGMT AGENCY	7	8	15	46.7%
EMPLOYMENT SECURITY	63	94	157	40.1%
ENVIRONMENTAL PROTECTION	70	7	77	90.9%
FINANCIAL & PROFESSIONAL REGULATIONS	36	28	64	56.3%
GAMING BOARD	30	5	35	85.7%
GUARDIANSHIP & ADVOCACY	6	6	12	50.0%
HEALTHCARE & FAMILY SRV	175	72	247	70.9%
HISTORIC PRESERVATION	0	8	8	0.0%
HUMAN RIGHTS COMMISSION	0	1	1	0.0%
HUMAN RIGHTS DEPARTMENT	18	1	19	94.7%
HUMAN SERVICES	293	363	656	44.7%
IL TORTURE INQRY RLF COM	0	1	1	0.0%
INDEPENDENT TAX TRIBUNAL	0	1	1	0.0%
INSURANCE	41	15	56	73.2%
INVESTMENT BOARD	0	0	0	0.0%
JUVENILE JUSTICE	3	17	20	15.0%
LABOR	4	4	8	50.0%
LABOR REL BD EDUCATIONAL	0	7	7	0.0%
LABOR RELATIONS BD ILL	0	9	9	0.0%
LAW ENF TRNG&STANDARD BD	1	3	4	25.0%
LOTTERY	6	3	9	66.7%
MILITARY AFFAIRS	0	3	3	0.0%
NATURAL RESOURCES	33	23	56	58.9%
POLLUTION CONTROL BOARD	4	5	9	44.4%
PRISONER REVIEW BOARD	0	1	1	0.0%
PROPERTY TAX APPEAL BD	2	2	4	50.0%
PUBLIC HEALTH	244	10	254	96.1%
RACING BOARD	0	0	0	0.0%
REVENUE	12	127	139	8.6%
STATE FIRE MARSHAL	6	8	14	42.9%
STATE POLICE	30	27	57	52.6%
STATE POLICE MERIT BOARD	0	1	1	0.0%
STATE RETIREMENT SYSTEMS	8	3	11	72.7%
TRANSPORTATION	15	2	17	88.2%
VETERANS AFFAIRS	1	38	39	2.6%
WORKERS COMPENSATION COM	7	5	12	58.3%
GRAND TOTAL:	1,675	1,343	3,018	55.5%

Distribution of SPSA Employees Represented by Collective Bargaining Units and Not Represented by a Collective Bargaining Unit, as of 12/31/2015

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

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

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

In the tables above, notable changes in the statistics compared to 2014 are as follows:

- The total number of Asian Americans in the state workforce increased by 105 employees, but because there was an overall increase in state employment numbers the percentage of Asian Americans employees rose slightly from 2.5% in 2014 to 2.6% in 2015.
- The total number of Senior Public Service Administrators (SPSAs) who are Asian American increased slightly from 33 to 37.
- The number of Asian American Public Service Administrators (PSAs) increased by nine from 93 to 102, resulting in a slight percentage increase to 3.4% from 3.1%.

IV. 2015 State Asian American Employment On-line Survey and Best Practices

To standardize how information is gathered, CMS in collaboration with the AsAEP Advisory Council developed an on-line survey to assist agencies in reporting specific activities and data relevant to Asian American State employees. This on-line survey was first launched in December of 2013 and requires all agencies with Personnel Code-covered employees to respond. The intent of this survey was to gather information as required by the legislation to develop benchmarks from which the AsAEP could be developed and evaluated in subsequent years.

The completed surveys from each agency are available in the appendices to this report. All agencies under the jurisdiction of the Governor's Office responded to the survey request. Survey responses included some richly detailed qualitative data that will allow the AsAEP Advisory Council to track and monitor strategies and best practices used by some agencies that have been successful in recruiting, hiring, promoting, and retaining Asian American employees. Survey results also will allow monitoring of agencies in order to track their efforts to address underutilization of Asian Americans in the State's workforce.

Responses from the 2015 Asian American Employment Plan Survey include the following excerpted highlights and Best Practices:

- Share job postings with the Department of Employment Security job seekers in local offices that serve significant Asian American populations.
- Develop Asian American recruitment plan.
- Share job postings at Illinois Worknet facilities located in predominately Asian-American communities.
- Develop new testing and examining procedures for professional titles which will increase candidate pools and recruitment opportunities.
- Post jobs on agency FACEBOOK.
- Conduct workshop sessions designed to address the hiring and interview process.
- Conduct outreach to Refugee and Immigrant Services organizations.
- Prior to posting vacancies alert the staff of the Diversity Enrichment Program.
- Post jobs on outside employment websites: Monster.com, Career Builder, etc...
- Asian Americans accounted for 2.47% of the overall new hires and 2.4% of overall promotions.

-
- There were 269 student interns/student workers hired with Asians Americans accounting for 6.3%.
 - There were eight Asian American veterans hired out of 1017.
 - There are 365 Asian Americans employees who are certified to serve on Rutan interview hiring panels, which is a significant increase from the 117 reported in 2014.

Based on evaluations of the surveys, observation, and discussion with Asian American Employment Plan Advisory Council members and agency liaisons, additional recommendations were made about general Best Practices for improving the recruitment, hiring, retention, and promotion of Asian American state employees:

- Provide workshop to Asian American community based organizations to increase applicant pool for state employment.
- Agencies should have Recruitment and Selection units that meet regularly to address underutilization numbers and discuss recruitment strategies.
- Establish a list of Asian American organizations to send jobs notices.
- The Council will continue to assist the Governor's Office and state agencies to increase Diversity.
- Agencies should reach out to the AsAEP Advisory Council, CMS Diversity Enhancement Program staff, or others with the appropriate expertise in order to improve their outreach and targeted recruitment efforts in the Asian American community.

See Appendices for completed Asian American agency surveys

V. 2015 Asian American Employment Action Plan and Objectives Status

STRATEGY/OBJECTIVES	WHO	STATUS
<u>Leadership</u>		
1.0 Each agency director will be given a copy of the 2015 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	Met
1.1 An overview of the Plan will be presented to the Governor's Deputy Chiefs of Staff and Agency Directors to inform on specifics of the Plan and to affirm the Administration's commitment to the Plan.	CMS, Governor's Office, Agency Directors	Met
1.2 Analyze all relevant data to develop 2015 AsAEP for presentation to the General Assembly by February 1 st , as required by PA 097-0856.	CMS, code state agencies, Asian American Advisory Council	Met
1.3 Provide administrative support to the AsAEP Advisory Council pursuant to specific reporting responsibilities outlined in PA 097-0856.	CMS, Governor's Office, Asian American Advisory Council	Ongoing
<u>Recruitment and Selection</u>		
2.0 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.	Department of Human Rights, all state agencies under the Governor's jurisdiction, CMS	Ongoing
2.1 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.	CMS	Ongoing and reported in each subsequent Plan.
2.2 Present at the CMS monthly personnel managers/EEO meeting to provide an overview of the State Asian American Employment Plan.	CMS	Met
2.3 Review the Underutilization Regional Summary Report prepared by DHR to use in developing objectives for improvement.	CMS, State AsAEP Advisory Council	Met

STRATEGY/OBJECTIVES	WHO	STATUS
<u>Education</u>		
3.0 CMS will continue follow-up meetings with agencies identified by the Department of Human Rights as failing to meet their affirmative action goals.	CMS	Ongoing
3.1 Quarterly EEO/AA officer meetings will be conducted in conjunction with CMS personnel managers meetings.	CMS, DHR	Ongoing
3.2 The Upward Mobility Program, subject to Appropriation, provides an important pathway to promotional opportunity. Benchmark information will be gathered and reported in the 2015 AsAEP to document Asian American participation and completion rates.	CMS, UMP	Ongoing
<u>Accountability</u>		
4.0 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.	CMS, all state agencies under the Governor's jurisdiction, Asian American Employment Plan Advisory Council	Met
4.1 CMS will prepare an Executive Summary documenting agencies' progress towards meeting stated goals relevant to Asian American employment and promotion.	CMS	Met
4.2 Work collaboratively with the AsAEP Advisory Council to develop Plan objectives for next reporting year.	CMS, Asian American Advisory Council	Met

STRATEGY/OBJECTIVES	WHO	STATUS
<u>Education</u>		
3.0 CMS will continue follow-up meetings with agencies identified by the Department of Human Rights as failing to meet their affirmative action goals.	CMS	Ongoing
3.1 Quarterly EEO/AA officer meetings will be conducted in conjunction with CMS personnel managers meetings.	CMS, DHR	Ongoing
3.2 The Upward Mobility Program, subject to Appropriation, provides an important pathway to promotional opportunity. Benchmark information will be gathered and reported in the 2015 AsAEP to document Asian American participation and completion rates.	CMS, UMP	Ongoing
<u>Accountability</u>		
4.0 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.	CMS, all state agencies under the Governor's jurisdiction, Asian American Employment Plan Advisory Council	Met
4.1 CMS will prepare an Executive Summary documenting agencies' progress towards meeting stated goals relevant to Asian American employment and promotion.	CMS	Met
4.2 Work collaboratively with the AsAEP Advisory Council to develop Plan objectives for next reporting year.	CMS, Asian American Advisory Council	Met

VI. 2016 Asian American Employment Plan and Objectives

STRATEGY/OBJECTIVES	WHO	WHEN
<u>Leadership</u> 1.0 Each agency director will be given a copy of the 2016 AsAEP 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 st Quarter
1.1 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 nd Quarter
1.2 Analyze all relevant data to develop 2017 AsAEP for presentation to the General Assembly by February 1 st , as required by PA 097-0856.	CMS, code state agencies, Asian American Advisory Council	1 st Quarter
1.3 Provide administrative support to the Asian American Advisory Council pursuant to specific reporting responsibilities outlined in PA 097-0856.	CMS, Governor's Office, AsAEP Advisory Council	Ongoing
<u>Recruitment and Selection</u> 2.0 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.	Department of Human Rights, all state agencies under the Governor's jurisdiction, CMS	Ongoing
2.1 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.	CMS	1st quarter, then ongoing and reported in each subsequent Plan.
2.2 Present to agency personnel managers and EEO staff on a periodic basis an overview of the State AsAEP.	CMS	Ongoing

STRATEGY/OBJECTIVES	WHO	WHEN
2.3 Review the Underutilization Regional Summary Report prepared by DHR to use in developing objectives for improvement.	CMS, State AsAEP Advisory Council	3 rd Quarter
<u>Education</u> 3.0 CMS will continue follow-up meetings with agencies identified by the Department of Human Rights as failing to meet their affirmative action goals.	CMS	Ongoing
3.1 EEO/AA officer meetings will be conducted on a periodic basis with agencies.	CMS, DHR	Ongoing
3.2 The Upward Mobility Program, subject to Appropriation, provides an important pathway to promotional opportunity. Benchmark information will be gathered and reported in the 2017 AsAEP and each subsequent Plan thereafter, to document Asian American participation and completion rates.	CMS, UMP	4 th quarter
<u>Accountability</u> 4.0 CMS will launch an on-line survey to assess agencies' activities in implementing the plan. Each year CMS will work collaboratively with the AsAEP Advisory Council to review and revise, as needed.	CMS, all state agencies under the Governor's jurisdiction, AsAEP Advisory Council	4 th Quarter
4.1 CMS will prepare an Executive Summary documenting agencies' progress towards meeting stated goals relevant to Asian American employment and promotion.	CMS	4 th Quarter
4.2 Work collaboratively with the AsAEP Advisory Council to develop Plan objectives for next reporting year.	CMS, AsAEP Advisory Council	4 th Quarter

VII. Conclusion

According to the 2010 U.S. Census data, Asian Americans comprise slightly more than five percent of Illinois' population, but to date, comprise only about 2.6 percent of State employees. The first AsAEP Advisory Council took a closer look at underutilization goals across all agencies, counties, and job titles and developed an annual comprehensive plan to assist agencies to meet their individual objectives. The data reported within this report indicate that 51.8% of the State's Asian American State employee workforce remains concentrated within one agency, the Department of Human Services, where the 623 Asian American employees constitute 4.7% of the agency's workforce. Among the five agencies with the highest number of Asian American employees, three agencies, the Department of Human Services, Department of Corrections and Department of Public Health increased their number of Asian American employees in 2015. Six agencies (the Illinois Arts Council, Criminal Justice Information Authority, Illinois Environmental Protection Agency, Labor Relations Board, Law Enforcement Training and Standards Board, and the Department of Public Health) have percentages of Asian American state employees that exceed the percentage of Asian Americans in the state population. However, at the vast majority of agencies, the percentage of Asian American employees is well below the percentage of Asian Americans in the Illinois population.

The 2013 AsAEP helped the State of Illinois begin the process of improving the representation of Asian Americans at all levels of the state workforce by:

- Establishing the AsAEP Advisory Council, appointed by the Governor, which met once each quarter and set goals and objectives as may be required to increase the opportunities for hiring, retaining and promoting Asian Americans in the state workforce.
- Designating an AsAEP Coordinator within the Department of Central Management Services and the Governor's Office to work jointly with the AsAEP Advisory Council to ensure that the goals of the Plan are met.
- Referring to established benchmarks to measure the State's efforts.
- Incorporating individual agencies' best practices into Statewide practices.
- Developing a standard process for all agencies to use when developing strategies for recruitment, hiring, retention and promotion.
- Working with agencies on targeted outreach for recruitment and assistance with the State employment application process.

The work progressed in 2015 with:

- Continued meetings attended by the 11 AsAEP Advisory Council appointees and designated representatives (ex-officio members) from state agencies.
- Targeted meetings with key staff members of state agencies
- Regularly organized opportunities for state agencies to recruit within the Asian American community.
- Outreach efforts that inform the public about the state employment recruitment process.
- Cooperation by community leaders to convey and disseminate information about job opportunities with state agencies.

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. Ideas that will be pursued and developed over the upcoming year include:

- Further expanding a standardized list of community contacts for state agencies to reach directly with job announcements and employment opportunities.
- Repeat the cycle of recruitment workshops that are held in partnership with Asian American community organizations in various locations where there is significant population concentration.
- Develop a recruitment webinar that can be used to inform applicants about the application process and supplement the in-person presentations that are currently conducted.

Questions on the AsAEP may be directed to Carlos R. Charneco in Central Management Services, 312/814-0922 or carlos.charneco@illinois.gov.



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