FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses AGING

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 2 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 1 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 1 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 2 |
| | The value must be a number |

| 14. | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | | |
|-----|--|--|--|--|
| | 2 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | | |
| | 1 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| | | | | |
| | Agency Recruitment and Outreach | | | |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | | |
| 19. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | |
| | 54 | | | |
| | The value must be a number | | | |

| 1:58 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-----------|---|
| 0. How m | nany employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African can? * |
| If your a | igency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 10 | |
| The valu | ue must be a number |
| 1. How m | nany employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were nic? * |
| If your a | gency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 5 | |
| The valu | ne must be a number |
| 2. How m | nany employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian can? * |
| If your a | gency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The valu | ie must be a number |
| 3. How m | nany employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native can? * |
| If your a | gency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The valu | ne must be a number |
| | Agency Recruitment and Outreach Structured Interview Panels |
| 4. How m | nany certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| If your a | gency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 34 | |
| The valu | ie must be a number |
| | nany African American employees in your agency were certified to conduct structured interviews and participated in t one structured interview panel during fiscal year 2024? * |
| If your a | gency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 9 | |
| The valu | ie must be a number |

26. How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least

| | 2 |
|------|---|
| _ | |
| 11 | ne value must be a number |
| | ow many Asian American employees in your agency were certified to conduct structured interviews and participated in at east one structured interview panel during fiscal year 2024? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| TI | ne value must be a number |
| | ow many Native American employees in your agency were certified to conduct structured interviews and participated in tleast one structured interview panel during fiscal year 2024? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| TI | ne value must be a number |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| | 20 |
| | 20 |
| | 20 |
| | 20 ne value must be a number |
| TI | Agency Recruitment and Outreach Internships |
| П | 20 ne value must be a number Agency Recruitment and Outreach |
| П | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * his may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
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| Н | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * his may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) oe we value must be a number |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| | educational credit? * |
|-----|--|
| | 1 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 1 |
| | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 0. |
| | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * |
| | ○ Yes |
| | ○ No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serv Institutions of higher learning? * | | |
|---|------------|--|
| | \bigcirc | Yes |
| | \bigcirc | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | 0 | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | \bigcirc | Yes |
| | \bigcirc | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

John Wood Community College, Quincy

All of the above

None of the above

13/25

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|-------|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | V | University of Illinois Springfield |
| | V | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | | None of the above |
| | | |
| 1. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity |
| | | ng efforts (community organizations, non-profits, etc.) |
| | | se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | II. A | Association of Hispanic State Employees; IDoA Equity Advisory Council; Department of Human Rights. |
| | | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity? * Yes No African American Hispanic Asian American Native American 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A

| 56. | If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|--|
| | ✓ Hiring/Promotion |
| | ✓ Interviews |
| | ✓ Creating Policies |
| | N/A |
| | |
| | |
| | Agency Budget and Outreach |
| | Tuition Reimbursement and Budget Allocation |
| 57. | How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| | 0 |
| | The value must be a number |
| 58. How many of those employees were African American? * | |
| | 0 |
| | The value must be a number |
| 59. | How many of those employees were Hispanic? * |
| | 0 |
| | The value must be a number |
| 60. | How many of those employees were Asian American? * |
| | 0 |
| | The value must be a number |
| 61. | How many of those employees were Native American? * |
| | 0 |
| | The value must be a number |
| | |

63.

64.

65.

66.

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No | | |
|--|--|----|--|--|
| Registration fees for job fairs in these communities | 0 | | | |
| Budget to adorn job fair booths with engaging give- a- ways | 0 | | | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | | | |
| PEERS Update for Fiscal \ | | | | |
| | available as of 12/31/2023. Can your agency provide mographic questions for FY24 that gather information on ton (SPSA, PSA). * | | | |
| Yes | | | | |
| No | | | | |
| What was the total number of employee | s for your agency in FY24? * | | | |
| 151 | | | | |
| The value must be a number | | | | |
| What was the total number of African American employees at your agency? * | | | | |
| 25 | | | | |
| The value must be a number | | | | |
| What was the total number of African American Senior Public Administrators at your agency? * | | | | |

| 67. | What was the total number of African American Public Service Administrators at your agency? * |
|-----|---|
| | 17 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 18 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 17 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 4 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 1 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 3 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 2 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |

| 76. What was the total number of Native American Pub | ic Service Administrators at your agency? * |
|--|---|
|--|---|

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

The value must be a number

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 2 |
| | The value must be a number |
| 98. | Of those, how many will be Senior Public Administrators? * |
| | 2 |
| | The value must be a number |
| 99. | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |

| 100. Total number of Hispanic Employees to be recruited in F125: " | |
|--|-----|
| 5 | |
| The value must be a number | |
| 101. Of those, how many will be Senior Public Service Administrators? * | |
| 4 | |
| The value must be a number | |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * | |
| 1 | |
| The value must be a number | |
| 103. Total number of Asian American Employees to be recruited in FY25: * | |
| 5 | |
| The value must be a number | |
| 104. Of those, how many will be Senior Public Service Administrators? * | |
| 3 | |
| The value must be a number | |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrator * | ;? |
| 2 | |
| The value must be a number | |
| 106. Total number of Native American Employees to be recruited in FY25: * | |
| 3 | |
| The value must be a number | |
| 107. Of those, how many will be Senior Public Service Administrators? * | |
| 2 | |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators | rs? |
| 1 | |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|---|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses AGRICULTURE

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Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities, that routinely include selecting job candidates for interviews. |
|-----|---|
| | 0 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 1 |
| | The value must be a number |

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|--|--|---|
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| who are Asian American. * The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * 1 The value must be a number Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular positing are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | The | value must be a number |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * Agency Recruitment and Outreach The value must be a number Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | | |
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| The value must be a number Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | The | value must be a number |
| Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | | |
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| The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | who | are Native American. * |
| The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | who | are Native American. * |
| | who | value must be a number |
| If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | who | Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have |
| | who the state of t | Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |

9999

The value must be a number

| , 9:4 | 18 AM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-------|--|
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 2 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 1 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 1 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number Agency Recruitment and Outreach Structured Interview Panels |
| | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |

The value must be a number

| 4, 9: | 4, 9:48 AM CMS FY24 Employment Plans & Bilingual Needs, B | ngual Pay Annual Survey |
|-------|--|---------------------------------------|
| 26. | 26. How many Hispanic employees in your agency were certified to conduct structured interview panel during fiscal year 2024? * | rviews and participated in at least |
| | If your agency does not currently track this information but will begin to build systems to report in the future | ure, please enter 9999 here. |
| | 9999 | |
| | The value must be a number | |
| 27. | 27. How many Asian American employees in your agency were certified to conduct structure least one structured interview panel during fiscal year 2024? * | red interviews and participated in at |
| | If your agency does not currently track this information but will begin to build systems to report in the future | ure, please enter 9999 here. |
| | 9999 | |
| | The value must be a number | |
| 28. | 28. How many Native American employees in your agency were certified to conduct structuat least one structured interview panel during fiscal year 2024? * | red interviews and participated in |
| | If your agency does not currently track this information but will begin to build systems to report in the future | ure, please enter 9999 here. |
| | 9999 | |
| | The value must be a number | |
| | | |
| 29. | 29. How many structured interview panels were convened during fiscal year 2024? * | |
| | If your agency does not currently track this information but will begin to build systems to report in the future. | ure, please enter 9999 here. |
| | 9999 | |
| | The value must be a number | |
| | | |
| | | |
| | | |
| | Agency Recruitment and Outreach | |
| 20 | Internships | |
| | interisiips | |
| | 20. How many paid interne did your agapty hire during fiscal year 20242 * | |
| 50. | 30. How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | |
| | - | |
| | 7 | |
| | The value must be a number | |
| 21 | 31. How many of those interns were African American? * | |
| ٥١. | 51. How many of those interns were Afficial Affiencial? | |

| The value must be a number 33. How many of those interns were Asian American? * 0 The value must be a number 34. How many of those interns were Native American? * 0 The value must be a number 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post summer, full-time PSCs) 0 The value must be a number 36. How many of those interns were African American? * 0 The value must be a number 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number 39. How many of those interns were Native American? * | 32. | How many of those interns were Hispanic? * | | |
|--|-----|--|--|--|
| 33. How many of those interns were Asian American? * 0 The value must be a number 34. How many of those interns were Native American? * 0 The value must be a number 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSCs) 0 The value must be a number 36. How many of those interns were African American? * 0 The value must be a number 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number | | 1 | | |
| The value must be a number 34. How many of those interns were Native American? * 0 The value must be a number 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSCs) 0 The value must be a number 36. How many of those interns were African American? * 0 The value must be a number 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number | | The value must be a number | | |
| The value must be a number 34. How many of those interns were Native American? * 0 The value must be a number 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) 0 The value must be a number 36. How many of those interns were African American? * 0 The value must be a number 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number | 33. | How many of those interns were Asian American? * | | |
| 34. How many of those interns were Native American? * 0 The value must be a number 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) 0 The value must be a number 36. How many of those interns were African American? * 0 The value must be a number 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number | | 0 | | |
| The value must be a number 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) 0 The value must be a number 36. How many of those interns were African American? * 0 The value must be a number 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number | | The value must be a number | | |
| The value must be a number 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) 0 The value must be a number 36. How many of those interns were African American? * 0 The value must be a number 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number | 34. | How many of those interns were Native American? * | | |
| 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) 0 The value must be a number 36. How many of those interns were African American? * 0 The value must be a number 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number 39. How many of those interns were Native American? * | | 0 | | |
| (This may include transitioning into post-summer, full-time PSC's) 0 The value must be a number 36. How many of those interns were African American? * 0 The value must be a number 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number 39. How many of those interns were Native American? * | | The value must be a number | | |
| (This may include transitioning into post-summer, full-time PSC's) 0 The value must be a number 36. How many of those interns were African American? * 0 The value must be a number 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number 39. How many of those interns were Native American? * | 35. | How many interns did your agency hire during fiscal year 2024? * | | |
| The value must be a number 36. How many of those interns were African American? * 0 The value must be a number 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number 39. How many of those interns were Native American? * | | | | |
| 36. How many of those interns were African American? * 0 The value must be a number 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number 39. How many of those interns were Native American? * | | 0 | | |
| The value must be a number 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number 39. How many of those interns were Native American? * | | The value must be a number | | |
| The value must be a number 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number 39. How many of those interns were Native American? * | 36. | How many of those interns were African American? * | | |
| 37. How many of those interns were Hispanic? * 0 The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number 39. How many of those interns were Native American? * | | 0 | | |
| The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number 39. How many of those interns were Native American? * | | The value must be a number | | |
| The value must be a number 38. How many of those interns were Asian American? * 0 The value must be a number 39. How many of those interns were Native American? * | 37. | How many of those interns were Hispanic? * | | |
| 38. How many of those interns were Asian American? * O The value must be a number 39. How many of those interns were Native American? * | | 0 | | |
| The value must be a number 39. How many of those interns were Native American? * | | The value must be a number | | |
| The value must be a number 39. How many of those interns were Native American? * | 38. | How many of those interns were Asian American? * | | |
| 39. How many of those interns were Native American? * | | 0 | | |
| | | The value must be a number | | |
| | 39. | How many of those interns were Native American? * | | |
| · | | 0 | | |
| The value must be a number | | The value must be a number | | |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| educational credit? * |
|--|
| 0 |
| The value must be a number |
| 41. How many of those interns were African American? * |
| 0 |
| The value must be a number |
| 42. How many of those interns were Hispanic? * |
| 0 |
| The value must be a number |
| 43. How many of those interns were Asian American? * |
| 0 |
| The value must be a number |
| 44. How many of those interns were Native American? * |
| 0 |
| The value must be a number |
| |
| |
| Agency Recruitment and Outreach |
| Higher Education and Marketing Outreach |
| 45. Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|------------|--|
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

None of the above

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|-------|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | V | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | V | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | | None of the above |
| | | |
| 1. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ag efforts (community organizations, non-profits, etc.) |
| | Pleas | se provide answers as a semi-colon separated list. |
| | Pleas | se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | | ois Migrant Council; Illinois Association of Hispanic State Employees; Dreamer's House; Illinois Legislative Latino Caucus Foundation; IL Black Legislative ucus Foundation |
| | | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? * Yes No African American Hispanic Asian American Native American 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews **Creating Policies** N/A 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 |
| The value must be a number |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | 0 |

PEERS Update for Fiscal Year 2024

| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * |
|---|
| Yes |
| ○ No |
| |
| 64. What was the total number of employees for your agency in FY24? * |
| 399 |
| The value must be a number |
| 65. What was the total number of African American employees at your agency? * |
| 20 |
| The value must be a number |
| 66. What was the total number of African American Senior Public Administrators at your agency? * |
| 1 |
| The value must be a number |

| 67. | What was the total number of African American Public Service Administrators at your agency? * |
|-----|---|
| | 1 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 13 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 1 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 2 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 3 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |

| 76. What was the total num | nber of Native American Public | Service Administrators at your agency? * |
|----------------------------|--------------------------------|--|
|----------------------------|--------------------------------|--|

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

The value must be a number

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 8 |
| | The value must be a number |
| 98. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |

| 100. Total number of Hispanic Employees to be recruited in FY25: " |
|--|
| 2 |
| The value must be a number |
| 101. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| The value must be a number |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 0 |
| The value must be a number |
| 103. Total number of Asian American Employees to be recruited in FY25: * |
| 4 |
| The value must be a number |
| 104. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| The value must be a number |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| 0 |
| The value must be a number |
| 106. Total number of Native American Employees to be recruited in FY25: * |
| 0 |
| The value must be a number |
| 107. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| 0 |
| |

Closing

| 109. Is your agency listed in the State Services Assurance Act? | |
|---|---|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 | |
| Yes | |
| No | |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * | l |
| ■ I Agree | |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses ARTS COUNCIL

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| The value must be a number 8. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American.* 4. The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 1. The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 2. The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1. The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0. The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * 1. The value must be a number | 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. |
|--|-----|---|
| 8. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * 4 The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 1 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 2 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | 6 |
| who are African American, Asian American, Hispanic, and/or Native American. * 4 The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 1 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 2 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | The value must be a number |
| The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 1 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 2 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | 8. | |
| 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 2 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | 4 |
| who are African American.* 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic.* 2 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | The value must be a number |
| The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 2 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | |
| 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 2 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | 1 |
| who are Hispanic. * 2 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | The value must be a number |
| The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | 10. | |
| 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | 2 |
| who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | The value must be a number |
| The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | |
| 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | 1 |
| who are Native American. * 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | The value must be a number |
| The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | 12. | |
| 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | 0 |
| 1 | | The value must be a number |
| | 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| The value must be a number | | 1 |
| | | The value must be a number |

| 14. | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | | |
|-----|--|--|--|--|
| | 1 | | | |
| | The value must be a number | | | |
| 15. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 16. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 17. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | | |
| | 1 | | | |
| | The value must be a number | | | |
| 18. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| | | | | |
| | Agency Recruitment and Outreach | | | |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | | |
| 19. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | |
| | | | | |
| | 5 | | | |
| | The value must be a number | | | |

| 4:45 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|---------------------------------------|---|
| How many employees in American? * | n your agency who were certified to conduct structured interviews as of June 30, 2024 were African |
| If your agency does not curre | ently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| The value must be a number | |
| How many employees in Hispanic? * | n your agency who were certified to conduct structured interviews as of June 30, 2024 were |
| If your agency does not curre | ently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 2 | |
| The value must be a number | |
| 22. How many employees in American? * | n your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian |
| If your agency does not curre | ently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value must be a number | |
| 3. How many employees in American? * | n your agency who were certified to conduct structured interviews as of June 30, 2024 were Native |
| If your agency does not curre | ently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value must be a number | |
| Agency Recru | uitment and Outreach |
| 24. How many certified inte | erviewers participated in at least one structured interview panel during fiscal year 2024? * |
| If your agency does not curre | ently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 4 | |
| The value must be a number | |
| | rican employees in your agency were certified to conduct structured interviews and participated in interview panel during fiscal year 2024? * |
| If your agency does not curre | ently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| The value must be a number | |

26. How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least

| 2 | |
|---------|--|
| The | e value must be a number |
| | ow many Asian American employees in your agency were certified to conduct structured interviews and participated in at ast one structured interview panel during fiscal year 2024? * |
| lf y | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The | e value must be a number |
| | ow many Native American employees in your agency were certified to conduct structured interviews and participated in least one structured interview panel during fiscal year 2024? * |
| If y | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The | e value must be a number |
| | ow many structured interview panels were convened during fiscal year 2024? * our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If y | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If y | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If y | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If y | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. e value must be a number Agency Recruitment and Outreach |
| If y | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If y | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. e value must be a number Agency Recruitment and Outreach |
| If y | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. e value must be a number Agency Recruitment and Outreach Internships |
| If y | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * is may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| Hc (Th | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * is may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| HC (The | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * is may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| HC (The | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * is may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) e value must be a number |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 0 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |

| 40. | How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * |
|-----|---|
| | 0 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 0 |
| į | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 0 |
| Ī | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving nstitution of higher learning? * |
| | Yes |
| | ○ No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|------------|--|
| | \bigcirc | Yes |
| | | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | \bigcirc | Yes |
| | | No |
| | \bigcirc | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities |
| | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | \bigcirc | Yes |
| | | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| V | None of the above |

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|-----------------------|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | V | None of the above |
| 51 | hirin <u>Pleas</u> | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity age efforts (community organizations, non-profits, etc.) See provide answers as a semi-colon separated list. See note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | | |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

| inc | lividuals of the following race or ethnic | city? * | |
|-----|--|--|----|
| | | Yes | No |
| | frican merican | 0 | |
| Н | ispanic | 0 | • |
| А | sian American | 0 | • |
| | lative merican | | • |
| Am | | responsible for coordinating recruitment outreach to ir 024, in which areas did that person have decision-makin | |
| His | spanic community during fiscal year 20 ply) * | responsible for coordinating recruitment outreach to in 124, in which areas did that person have decision-makin | |
| | Hiring/Promotion | | |
| | Interviews | | |
| | Creating Policies N/A | | |
| ы | 19/6 | | |
| Am | | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makin | |
| | Hiring/Promotion | | |
| | Interviews | | |
| | Creating Policies | | |
| ~ | N/A | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 |
| The value must be a number |
| |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

0

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget to** adorn job fair booths with engaging givea- ways Overtime for employees to conduct outreach outside of normal business hours in these communities **PEERS Update for Fiscal Year 2024** 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * Yes No 64. What was the total number of employees for your agency in FY24? * 18 The value must be a number 65. What was the total number of African American employees at your agency? * 3 The value must be a number

https://forms.office.com/Pages/DesignPageV2.aspx?subpage=design&token=cf3c9032be234cdf83838138507fe5f9&id=nwgia7qOPEaE9TFxIQ-QB...

66. What was the total number of African American Senior Public Administrators at your agency? *

| 67. | What was the total number of African American Public Service Administrators at your agency? * |
|-----|---|
| | 1 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 3 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 2 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 3 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 0 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |

76. What was the total number of Native American Public Service Administrators at your agency? *

| 0 | | | |
|---|--|--|--|
| | | | |

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

The value must be a number

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 1 |
| | The value must be a number |
| 98. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| 99. | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |

| 100. Total number of Hispanic Employees to be recruited in F125: " | |
|--|------------|
| 0 | |
| The value must be a number | |
| 101. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators | i? * |
| 0 | |
| The value must be a number | |
| 103. Total number of Asian American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 104. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Adminis | trators? |
| 0 | |
| The value must be a number | |
| 106. Total number of Native American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 107. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Admini | istrators? |
| 0 | |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|---|
| Link to the State Services Assurance Act: |
| https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| |
| Yes |
| No No |
| |
| |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses CENTRAL MANAGEMENT SERVICES

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 4 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 1 |
| | The value must be a number |

| 14. | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | | |
|-----|--|--|--|--|
| | 1 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| | | | | |
| | Agency Recruitment and Outreach | | | |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | | |
| 19. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | |
| | 70 | | | |
| | | | | |
| | The value must be a number | | | |

| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
|------------|---|
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 4 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 2 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| | 1 |
| | The value must be a number |
| | |
| | |
| | The value must be a number |
| | |
| | The value must be a number Agency Recruitment and Outreach |
| | The value must be a number Agency Recruitment and Outreach |
| • | The value must be a number Agency Recruitment and Outreach Structured Interview Panels |
| | The value must be a number Agency Recruitment and Outreach Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| 1. | Agency Recruitment and Outreach Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| J 5. | Agency Recruitment and Outreach Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 89 The value must be a number How many African American employees in your agency were certified to conduct structured interviews and participated in |
| ī. | Agency Recruitment and Outreach Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 89 The value must be a number |
| 1 . | Agency Recruitment and Outreach Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 89 The value must be a number How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |

| Ιt | ne structured interview panel during fiscal year 2024? * |
|------------|--|
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 1 |
| Τ | ne value must be a number |
| | ow many Asian American employees in your agency were certified to conduct structured interviews and participated in at ast one structured interview panel during fiscal year 2024? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 3 |
| Т | ne value must be a number |
| | ow many Native American employees in your agency were certified to conduct structured interviews and participated in least one structured interview panel during fiscal year 2024? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| Т | ne value must be a number |
| | |
| | 149 |
| T | 149 le value must be a number |
| Т | |
| Т | |
| Т | |
| Т | ne value must be a number |
| | Agency Recruitment and Outreach Internships |
| . 1 | Agency Recruitment and Outreach |
| | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * his may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * |
| F (1 | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * his may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| . F (1) | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * his may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| . F | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * his may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 20 the value must be a number |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 1 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 1 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 2 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 1 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| | educational credit? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * |
| | Yes |
| | O No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * |
|---|
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| |
| 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities |
| |
| 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| |

| 49. Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|----------|---|
| | Black Hawk College, Moline |
| V | CCC Richard J. Daley College |
| | CCC Kennedy-King College |
| | CCC Malcolm X College |
| \vee | CCC Olive-Harvey College |
| | CCC Harry S. Truman College |
| | CCC Harold Washington College |
| | CCC Wilbur Wright College |
| | Danville Area Community College, Danville |
| ~ | College of DuPage, Glen Ellyn |
| V | East St. Louis Community College Center, East St. Louis |
| | Elgin Community College, Elgin |
| | Harper College, Palatine |
| ~ | Heartland Community College, Normal |
| | Highland Community College, Freeport |
| ~ | Illinois Central College, East Peoria |
| | IL Eastern Community Colleges, Olney |
| | Frontier Community College, Fairfield |
| | Lincoln Trail College, Robinson |
| | Olney Central College, Olney |
| | Wabash Valley College, Mt. Carmel |
| | IL Valley Community College, Oglesby |
| V | Joliet Junior College, Joliet |
| V | Kankakee Community College, Kankakee |
| | Kaskaskia College, Centralia |
| | Kishwaukee College, Malta |
| | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|----------------|--|
| | Lewis & Clark Community College, Godfrey |
| \checkmark | Lincoln Land Community College, Springfield |
| V | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| V | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| V | Oakton Community College, Des Plaines |
| ~ | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| ~ | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| \checkmark | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| \overline{V} | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| V | Spoon River College, Canton |
| ~ | Triton College, River Grove |
| V | Waubonsee Community College, Sugar Grove |
| V | John Wood Community College, Quincy |
| | All of the above |
| | None of the above |

| 50. | Ple | ase select all Public State Universities that you conducted outreach with. * |
|-----|---------------|---|
| | | Chicago State University |
| | V | Eastern Illinois University |
| | | Governors State University |
| | V | Illinois State University |
| | | Northeastern Illinois University |
| | V | Northern Illinois University |
| | V | Southern Illinois University Carbondale |
| | V | Southern Illinois University Edwardsville |
| | V | University of Illinois Chicago |
| | ~ | University of Illinois Springfield |
| | ~ | University of Illinois Urbana-Champaign |
| | V | Western Illinois University |
| | | All the above |
| | | None of the above |
| 51. | hirir Plea | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity age efforts (community organizations, non-profits, etc.) See provide answers as a semi-colon separated list. See note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | NA of | undant Faith Christian Church; Hispanic Women of Springfield; IAHSE; Black Community Leaders of Springfield; PSE; Will County Workforce Center; Career fairs under State Senators Christopher Belt and Doris Turner in support African American Communities; Delta Sigma Theta Sorority career fair in East St. Louis; Many other organizations in oport of DEI outreach and hiring |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? * Yes No African American Hispanic Asian American Native American 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews **Creating Policies** N/A 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 5 |
| The value must be a number |
| |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 1 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | 0 |

PEERS Update for Fiscal Year 2024

|) | CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * |
|-------|---|
| | Yes |
| | ○ No |
| | |
| 64. \ | What was the total number of employees for your agency in FY24? * |
| | 966 |
| 1 | The value must be a number |
| 65. \ | What was the total number of African American employees at your agency? * |
| | 119 |
| 1 | The value must be a number |
| 66. \ | What was the total number of African American Senior Public Administrators at your agency? * |
| | 9 |
| | The value must be a number |

| 67. | What was the total number of African American Public Service Administrators at your agency? * |
|-----|---|
| | 16 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 32 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 1 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 6 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 20 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 3 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 6 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 5 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 1 |
| | The value must be a number |

76. What was the total number of Native American Public Service Administrators at your agency? *

1

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. Total number | oi additional African | American Employee | s to be recruited in | F125. |
|------------------|-----------------------|-------------------|----------------------|-------|
| | | | | |

18

The value must be a number

98. Of those, how many will be Senior Public Administrators? *

3

The value must be a number

99. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? *

4

| 100. Total number of Hispanic Employees to be recruited in FY25: " | |
|---|----|
| 5 | |
| The value must be a number | |
| 101. Of those, how many will be Senior Public Service Administrators? * | |
| 1 | |
| The value must be a number | |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * | |
| 2 | |
| The value must be a number | |
| 103. Total number of Asian American Employees to be recruited in FY25: * | |
| 5 | |
| The value must be a number | |
| 104. Of those, how many will be Senior Public Service Administrators? * | |
| 2 | |
| The value must be a number | |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators * | ? |
| 3 | |
| The value must be a number | |
| 106. Total number of Native American Employees to be recruited in FY25: * | |
| 4 | |
| The value must be a number | |
| 107. Of those, how many will be Senior Public Service Administrators? * | |
| 2 | |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrator * | s? |
| 1 | |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|---|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| |
| Yes |
| ○ No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses CHILDREN FAMILY SERVICES

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 26 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 10 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 9 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 1 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 19 |
| | The value must be a number |

| 14. | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * |
|-----|--|
| | 14 |
| | The value must be a number |
| 15. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| | 5 |
| | The value must be a number |
| 16. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| | 6 |
| | The value must be a number |
| 17. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| | 1 |
| | The value must be a number |
| 18. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| | 2 |
| | The value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| 19. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 378 |
| | |

| U. | 27 PM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African |
|-----|--|
| | American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| 2. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| 23. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| (| 9999 |
| | |
| | The value must be a number |
| | The value must be a number |
| | The value must be a number Agency Recruitment and Outreach |
| | |
| 24. | Agency Recruitment and Outreach |
| .4. | Agency Recruitment and Outreach Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |

126

| 4, 1:2 | 7 PM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|--------|--|
| | How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| ŀ | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| Ţ | The value must be a number |
| | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at east one structured interview panel during fiscal year 2024? * |
| ŀ | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| T | The value must be a number |
| | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| ŀ | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| T | The value must be a number |
| | |
| 29. ŀ | How many structured interview panels were convened during fiscal year 2024? * |
| ŀ | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| T | The value must be a number |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Internships |
| | |
| 3U F | How many paid interns did your agency hire during fiscal year 2024? * |
| | This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| | 203 |
| T | The value must be a number |
| | |
| 31. F | How many of those interns were African American? * |
| | |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 13 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 1 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) |
| | |
| | |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |

| 40. Hovedu | w many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for acational credit? * |
|------------|--|
| 0 | |
| The | value must be a number |
| 41. Ho | w many of those interns were African American? * |
| 0 | |
| The | value must be a number |
| 42. Ho | w many of those interns were Hispanic? * |
| 0 | |
| The | value must be a number |
| 43. Ho | w many of those interns were Asian American? * |
| 0 | |
| The | value must be a number |
| 44. Ho | w many of those interns were Native American? * |
| 0 | |
| The | value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| | es your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving itution of higher learning? * |
| | Yes |
| 0 | No |
| 0 | Our agency does not track that information. |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * |
|---|
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |

| 49. Please select all Illinois Community Colleges that you conducted outreach with. * | | |
|---|---|--|
| ~ | Black Hawk College, Moline | |
| V | CCC Richard J. Daley College | |
| ~ | CCC Kennedy-King College | |
| \checkmark | CCC Malcolm X College | |
| ~ | CCC Olive-Harvey College | |
| V | CCC Harry S. Truman College | |
| | CCC Harold Washington College | |
| V | CCC Wilbur Wright College | |
| ~ | Danville Area Community College, Danville | |
| | College of DuPage, Glen Ellyn | |
| | East St. Louis Community College Center, East St. Louis | |
| | Elgin Community College, Elgin | |
| \checkmark | Harper College, Palatine | |
| | Heartland Community College, Normal | |
| | Highland Community College, Freeport | |
| ~ | Illinois Central College, East Peoria | |
| | IL Eastern Community Colleges, Olney | |
| | Frontier Community College, Fairfield | |
| | Lincoln Trail College, Robinson | |
| | Olney Central College, Olney | |
| | Wabash Valley College, Mt. Carmel | |
| | IL Valley Community College, Oglesby | |
| ~ | Joliet Junior College, Joliet | |
| ~ | Kankakee Community College, Kankakee | |
| ~ | Kaskaskia College, Centralia | |
| | Kishwaukee College, Malta | |
| ~ | College of Lake County, Grayslake | |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| V | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| V | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| 7 | Morton College, Cicero |
| ~ | Oakton Community College, Des Plaines |
| ~ | Parkland College, Champaign |
| V | Prairie State College, Chicago Heights |
| V | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| 4 | Rock Valley College, Rockford |
| V | Carl Sandburg College, Galesburg |
| ~ | Sauk Valley Community College, Dixon |
| ~ | Shawnee Community College, Ullin |
| ~ | South Suburban College, South Holland |
| V | Southeastern Illinois College, Harrisburg |
| V | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| V | Spoon River College, Canton |
| V | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| ~ | John Wood Community College, Quincy |
| | All of the above |
| | None of the above |

| U. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|----|------|--|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | ~ | All the above |
| | | None of the above |
| | | |

51. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.)

Please provide answers as a semi-colon separated list.

Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members

National USHLI Conference; Fairmont City Easter Parade and Egg Hunt Festival; Hanover Park Job Fair; Central States SER (3); Instituto Community Resource Fair; Cicero Morton College Job Fair; Cicero Social Services Fair; HACE Conference; Aurora Companeros de Salud Health Fair; Day of the Child Parade and Festival; Chicago Parent Bilingual Summit; Fairmont City Hispanic Health Fair; Puerto Rican People's Festival; Melrose Park Community Alliance Fair; Fiesta del Sol Festival; Elote Fest McHenry; Reflejos Bilingual Job Fairs (2); Oak Brook Diversity Job Fair (2); Aurora Puerto Rican Festival; Boricua Festival (Bandera a Bandera); ILLCF Raises Conference; Beardstown Festival; IHCC Business Expo; Latino Social Workers Organization Conference; IAHSE Annual Conference; Hispanic Women of Springfield Festival; American Indian Center small community event; Potawatomi Trails Traditional Pow wow in Zion, IL; American Indian Center of Chicago and DCFS cosponsored their 70th annual AIC pow wow; 8th Annual Urban Native Education conference: Many Fires: kindling the Future at UIC; Northwestern's Native Student Counsel Pow wow; St. Kateri Pow Wow; Chinese American Service League; Project Vision; Midwest Asian Health Association; Chicago Englewood Community Festival; Chicago Bud Billiken Foundation; Alpha Phi Alpha Fraternity Inc; Chicago football Classic Scholarship Foundation; Black Administrators in Child Welfare organization; State 17th District Job fairs; State 7th District job fairs; Alpha Kappa Alpha Sorority Inc; Delta Sigma Theta Sorority Inc; Chicago State University; Prairie State Community College; Maywood Public Library

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

Yes No African American Hispanic Asian American Native American 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews **Creating Policies** N/A 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A

| | ncy had an employee formally responsible for coordinating recruitment outreach to individuals from the Native ommunity during fiscal year 2024, in which areas did that person have decision-making authority? (Check all |
|---------------|---|
| Hiring/P | romotion |
| Interviev | vs |
| Creating | Policies |
| ✓ N/A | |
| | |
| | |
| Age | ncy Budget and Outreach |
| Tuition | n Reimbursement and Budget Allocation |
| 57. How many | employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 | |
| The value mus | t be a number |
| 58. How many | of those employees were African American? * |
| 0 | |
| The value mus | it be a number |
| 59. How many | of those employees were Hispanic? * |
| 0 | |
| The value mus | t be a number |
| 60. How many | of those employees were Asian American? * |
| 0 | |
| The value mus | st be a number |
| 61. How many | of those employees were Native American? * |
| 0 | |
| The value mus | st be a number |
| | |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | 0 |

PEERS Update for Fiscal Year 2024

| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * |
|---|
| Yes |
| ○ No |
| 64. What was the total number of employees for your agency in FY24? * |
| 3650 |
| The value must be a number |
| 65. What was the total number of African American employees at your agency? * |
| 1512 |
| The value must be a number |
| 66. What was the total number of African American Senior Public Administrators at your agency? * |
| 56 |
| The value must be a number |

| 67. | What was the total number of African American Public Service Administrators at your agency? * |
|-----|---|
| | 226 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 332 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 10 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 51 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 75 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 5 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 15 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 8 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |

76. What was the total number of Native American Public Service Administrators at your agency? *

3

Fiscal Year 2025 Goal Setting *NEW*

97. Total number of additional African American Employees to be recruited in FY25: *

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| - 이 등에 가는 사람들이 아무지를 하는 나는 이 이 이 이 이 이 이 이 이 이 이 이 이 이 이 이 이 이 |
|---|
| |
| |
| |
| |

The value must be a number

3

98. Of those, how many will be Senior Public Administrators? *

0

The value must be a number

99. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? *

1

| 100. Total number of Hispanic Employees to be recruited in FY25: " | |
|---|----|
| 2 | |
| The value must be a number | |
| 101. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 103. Total number of Asian American Employees to be recruited in FY25: * | |
| 44 | |
| The value must be a number | |
| 104. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators * | ? |
| 0 | |
| The value must be a number | |
| 106. Total number of Native American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 107. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrator * | s? |
| 0 | |
| | |

Closing

109. Is your agency listed in the State Services Assurance Act?

Link to the State Services Assurance Act:

https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2

Yes

No

No

110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. *

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses CIVIL SERVICE COMMISSION

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 1 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 0 |
| | The value must be a number |

| | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * |
|----|--|
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| | 0 |
| | The value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| 9. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 2 |
| | 2 |

| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|-----------------|--|
| | 0 |
| | The value must be a number |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| lt | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | he value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| li | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | The value must be a number |
| | |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| lt | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | The value must be a number |
| | |
| | |
| | |
| | A rearrant De annitant and Outroped |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| | |
| ŀ | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 1 |
| | |
| | The value must be a number |
| | ne value must be a number |
| III F | How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| I th | How many African American employees in your agency were certified to conduct structured interviews and participated in |
| It T | How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |

| The value must be a number How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number How many structured interview panels were convened during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 2 The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many poil interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 1 The value must be a number How many of those interns were African American? * 0 The value must be a number | | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|--|-------------|--|
| How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number How many structured interview panels were convened during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 2 The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) O The value must be a number How many of those interns were African American? * O | , |) |
| least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number How many structured interview panels were convened during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 2 The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) O The value must be a number How many of those interns were African American? * 0 | Th | e value must be a number |
| If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O | | |
| The value must be a number How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number How many structured interview panels were convened during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 2 The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) O The value must be a number How many of those interns were African American? * | | |
| The value must be a number How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number How many structured interview panels were convened during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 2 The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | lf <u>y</u> | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Description of the value must be a number and the value must be a number and the future of the future, please enter 9999 here. Prove agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Prove agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Prove agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) On The value must be a number How many of those interns were African American? * | | |
| at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number How many structured interview panels were convened during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 2 The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | Th | e value must be a number |
| The value must be a number How many structured interview panels were convened during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 2 The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | | |
| The value must be a number How many structured interview panels were convened during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 2 The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | lf <u>y</u> | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| How many structured interview panels were convened during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 2 The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | | |
| If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 2 The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | Th | e value must be a number |
| If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 2 The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | | |
| If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 2 The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | Н | ow many structured interview panels were convened during fiscal year 2024? * |
| Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | | |
| Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | | |
| Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | | |
| Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | Th | e value must be a number |
| Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | | |
| Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | | |
| Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | | |
| Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | | |
| How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | | Agency Recruitment and Outreach |
| (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | | |
| (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number How many of those interns were African American? * | | Internships |
| The value must be a number How many of those interns were African American? * | | Internships |
| The value must be a number How many of those interns were African American? * | H | |
| The value must be a number How many of those interns were African American? * | | ow many paid interns did your agency hire during fiscal year 2024? * |
| How many of those interns were African American? * | | ow many paid interns did your agency hire during fiscal year 2024? * |
| 0 | (TI | ow many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| 0 | (TI | ow many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| | (TI | ow many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| The value must be a number | (TI | bow many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) or evalue must be a number |
| | (TI | ow many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) e value must be a number ow many of those interns were African American? * |

| | How many of those interns were Hispanic? * |
|-----|---|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 0 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| | How many of those interns were Asian American? * |
| 38. | |
| 38. | 0 |
| 38. | The value must be a number |
| | |
| | The value must be a number |
| | The value must be a number How many of those interns were Native American? * |

| | How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | | |
|--------|--|--|--|
| | 0 | | |
| Ī | he value must be a number | | |
| 1. 1 | low many of those interns were African American? * | | |
| | 0 | | |
| 1 | he value must be a number | | |
| 2. 1 | How many of those interns were Hispanic? * | | |
| | 0 | | |
| Ţ | he value must be a number | | |
| 3. I | How many of those interns were Asian American? * | | |
| | 0 | | |
| T | he value must be a number | | |
| | | | |
| 1. [| low many of those interns were Native American? * | | |
| | | | |
| | 0 | | |
| | 0 he value must be a number | | |
| 5. [| o he value must be a number Agency Recruitment and Outreach | | |
| [T | Agency Recruitment and Outreach Higher Education and Marketing Outreach Ooes your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving | | |
| [T | Agency Recruitment and Outreach Higher Education and Marketing Outreach Ooes your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving institution of higher learning? * | | |
| [T | Agency Recruitment and Outreach Higher Education and Marketing Outreach Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving institution of higher learning? * | | |

| | es your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving itutions of higher learning? * |
|--------|---|
| 0 | Yes |
| | No |
| 0 | Our agency does not track that information. |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. Do | es your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| 0 | Yes |
| | No |
| 0 | Our agency does not track that information. |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. Do | es your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| 0 | Yes |
| | No |
| 0 | Our agency does not track that information. |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|--------|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| \vee | None of the above |

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|-------|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | V | None of the above |
| | | |
| 1. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ag efforts (community organizations, non-profits, etc.) |
| | | se provide answers as a semi-colon separated list. |
| | Pleas | se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | Hir | ing outreach is not part of our normal activities since our agency is small and hiring employees are few and far between. |
| | | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|---------------------|
| African American | 0 | |
| Hispanic | 0 | • |
| Asian American | 0 | • |
| Native American | 0 | 0 |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| | responsible for coordinating recruitment outreach to in 124, in which areas did that person have decision-making | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |

| | If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all |
|-----|--|
| | that apply) * |
| | Hiring/Promotion |
| | Interviews |
| | Creating Policies |
| | ✓ N/A |
| | |
| | |
| | Agency Budget and Outreach |
| | Tuition Reimbursement and Budget Allocation |
| 57. | How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| | 0 |
| | The value must be a number |
| | |
| 58. | How many of those employees were African American? * |
| | 0 |
| | The value must be a number |
| 59. | How many of those employees were Hispanic? * |
| | 0 |
| | The value must be a number |
| 60. | How many of those employees were Asian American? * |
| | 0 |
| | The value must be a number |
| 61. | How many of those employees were Native American? * |
| | |
| | 0 |

0

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget to** adorn job fair booths with engaging givea- ways Overtime for employees to conduct outreach outside of normal business hours in these communities **PEERS Update for Fiscal Year 2024** 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * Yes No 64. What was the total number of employees for your agency in FY24? * 5 The value must be a number 65. What was the total number of African American employees at your agency? * 0 The value must be a number 66. What was the total number of African American Senior Public Administrators at your agency? *

| 67. What was the total number of African American Public Service Administrators at your agency? * |
|---|
| 0 |
| The value must be a number |
| 68. What was the total number of Hispanic employees at your agency? * |
| 0 |
| The value must be a number |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * |
| 0 |
| The value must be a number |
| 71. What was the total number of Asian American employees at your agency? * |
| 0 |
| The value must be a number |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * |
| 0 |
| The value must be a number |
| 74. What was the total number of Native American employees at your agency? * |
| 0 |
| The value must be a number |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| otal number of additional African American Employees to be recruited in FY25: * |
|--|
| 0 |
| he value must be a number |
| Of those, how many will be Senior Public Administrators? * |
| 0 |
| he value must be a number |
| Of the total number of African American employees to be recruited in FY25, how many will be Public Service administrators? * |
| 0 |
| |

| 100. Total number of Hispanic Employees to be recruited in FY25: " | |
|---|---|
| 0 | |
| The value must be a number | |
| 101. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 103. Total number of Asian American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 104. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 106. Total number of Native American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 107. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators * | ? |
| 0 | |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? | | | |
|--|--|--|--|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 | | | |
| Yes | | | |
| No No | | | |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * | | | |
| | | | |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses COMMERCE & ECONOMIC OPPORTUNITY

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. F | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-------|---|
| | 3 |
| 7 | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 1 |
| 7 | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 1 |
| 1 | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| 1 | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| 7 | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| 1 | The value must be a number |
| 13. F | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 3 |
| 1 | The value must be a number |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| The value must be a number |
|--|
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| 1 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| 0 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| 0 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| |
| 0 |
| 0 The value must be a number |
| The value must be a number |
| |
| Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |

| 20. | |
|-----|--|
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 10 |
| | The value must be a number |
| 21. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9 |
| | The value must be a number |
| 22. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 2 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| | 0 |
| | 0 The value must be a number |
| | |
| | |
| | The value must be a number |
| | |
| | The value must be a number Agency Recruitment and Outreach |
| | The value must be a number Agency Recruitment and Outreach |
| | The value must be a number Agency Recruitment and Outreach Structured Interview Panels |
| | The value must be a number Agency Recruitment and Outreach Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| 1. | Agency Recruitment and Outreach Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | Agency Recruitment and Outreach Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 101 The value must be a number How many African American employees in your agency were certified to conduct structured interviews and participated in |
| | Agency Recruitment and Outreach Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 101 The value must be a number |
| | Agency Recruitment and Outreach Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 101 The value must be a number How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |

| 26. How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
|--|
| If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 9 |
| The value must be a number |
| 27. How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 2 |
| The value must be a number |
| 28. How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 |
| The value must be a number |
| 29. How many structured interview panels were convened during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| if your agency does not currently track this information but will begin to build systems to report in the rature, pieuse enter 3555 here. |
| 163 |
| The value must be a number |
| |
| |
| Agency Recruitment and Outreach |
| Internships |
| 30. How many paid interns did your agency hire during fiscal year 2024? * |
| (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| 12 |
| The value must be a number |
| 31. How many of those interns were African American? * |
| 2 |
| The value must be a number |
| |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 2 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 3 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 1 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 1 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 1 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| | |
| 39. | How many of those interns were Native American? * |
| 39. | How many of those interns were Native American? * |
| | |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| | educational credit? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * |
| | Yes |
| | ○ No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|------------|--|
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |

| 49. | Pleas | e select all Illinois Community Colleges that you conducted outreach with. * |
|-----|-------|--|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | llinois Central College, East Peoria |
| | | L Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Diney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | L Valley Community College, Oglesby |
| | | loliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| 9/27/24, 9:18 Al | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay A |
|------------------|--|
| | Lake Land College, Mattoon |
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |

None of the above

| 50. | Please select all Public State Universities that you conducted outreach with. * | | |
|-----|---|--|--|
| | | Chicago State University | |
| | | Eastern Illinois University | |
| | | Governors State University | |
| | V | Illinois State University | |
| | | Northeastern Illinois University | |
| | V | Northern Illinois University | |
| | V | Southern Illinois University Carbondale | |
| | | Southern Illinois University Edwardsville | |
| | V | University of Illinois Chicago | |
| | 7 | University of Illinois Springfield | |
| | | University of Illinois Urbana-Champaign | |
| | | Western Illinois University | |
| | | All the above | |
| | | None of the above | |
| | | | |
| | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) | |
| | | se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | |
| | Ha | ndshake;social media;DCEOmareketplace | |
| | | | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? * Yes No African American Hispanic Asian American Native American 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 |
| The value must be a number |
| |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | 0 |

PEERS Update for Fiscal Year 2024

| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency proyear 2024? If yes, this will prompt demographic questions for FY24 that gather informatemployees, and their position breakdown (SPSA, PSA). * | |
|---|---------|
| Yes | |
| ○ No | |
| | |
| 64. What was the total number of employees for your agency in FY24? * | |
| 386 | |
| The value must be a number | |
| 65. What was the total number of African American employees at your agency? * | |
| 59 | |
| The value must be a number | |
| 66. What was the total number of African American Senior Public Administrators at your ago | ency? * |
| 9 | |
| The value must be a number | |

| 67. What was the total number of African American Public Service Administrators at your agency? * | |
|---|---|
| | 12 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 32 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 9 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 6 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 14 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 4 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 3 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 2 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 1 |
| | The value must be a number |

| 76. What was the total number of Native American Pub | ic Service Administrators at your agency? * |
|--|---|
|--|---|

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

97. Total number of additional African American Employees to be recruited in FY25: *

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 10 | | | |
|----|--|--|--|

The value must be a number

98. Of those, how many will be Senior Public Administrators? *

5

The value must be a number

99. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? *

5

The value must be a number

| 100. Total number of Hispanic Employees to be recruited in FY25: " | |
|---|-----------------------------------|
| 8 | |
| The value must be a number | |
| 101. Of those, how many will be Senior Public Service Administrators? * | |
| 4 | |
| The value must be a number | |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Pub | ic Service Administrators? * |
| 4 | |
| The value must be a number | |
| 103. Total number of Asian American Employees to be recruited in FY25: * | |
| 6 | |
| The value must be a number | |
| 104. Of those, how many will be Senior Public Service Administrators? * | |
| 3 | |
| The value must be a number | |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be * | pe Public Service Administrators? |
| 3 | |
| The value must be a number | |
| 106. Total number of Native American Employees to be recruited in FY25: * | |
| 2 | |
| The value must be a number | |
| 107. Of those, how many will be Senior Public Service Administrators? * | |
| Ĩ | |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will * | be Public Service Administrators? |
| 1 | |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|--|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| No No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses COMMERCE COMMISSION

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 1 |
| | The value must be a number |

| 1 | |
|-----|--|
| The | value must be a number |
| | ride the total number of employees with responsibilities that routinely include employment outreach and recruitment are African American. * |
| 1 | |
| The | value must be a number |
| | ride the total number of employees with responsibilities that routinely include employment outreach and recruitment are Hispanic. * |
| 1 | |
| The | value must be a number |
| | ride the total number of employees with responsibilities that routinely include employment outreach and recruitment are Asian American. * |
| 1 | |
| The | ralue must be a number |
| who | ride the total number of employees with responsibilities that routinely include employment outreach and recruitment are Native American. * |
| 1 | |
| The | value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| | |
| | r many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |

| , 9:3 | 9 AM CMS F Y24 Employment Plans & Billingual Needs, Billingual Pay Annual Survey |
|-------|---|
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| I | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 3 |
| 1 | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| I | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 4 |
| 1 | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| I | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 1 |
| 7 | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| I | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| 1. I | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| ı | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 5 |
| 1 | The value must be a number |
| | How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | 1 5 , |
| I | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| [| |

| 26. | How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
|-----|--|
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 1 |
| | The value must be a number |
| | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| 28. | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| 29. | How many structured interview panels were convened during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 2 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Internships |
| 2.0 | |
| 30. | How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| | |
| | The value must be a number |
| | The value must be a number |
| 31. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| | |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 1 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 4 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 1 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |

| | How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | | |
|-------------|--|--|--|
| | 0 | | |
| | The value must be a number | | |
| 41. | How many of those interns were African American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 42. | How many of those interns were Hispanic? * | | |
| | 0 | | |
| | The value must be a number | | |
| 43. | How many of those interns were Asian American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 44. | How many of those interns were Native American? * | | |
| | 0 | | |
| | The value must be a number | | |
| | | | |
| | | | |
| | Agency Recruitment and Outreach | | |
| | Higher Education and Marketing Outreach | | |
| 4 5. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | | |
| | ○ Yes | | |
| | ○ No | | |
| | Our agency does not track that information. | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Institutions of higher learning? * | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|--|------------|---|
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |
| 4/. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities |
| | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| V | None of the above |

| 50. I | lea | ise select all Public State Universities that you conducted outreach with. * |
|-------|------|--|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| 1 | V | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | 4 | University of Illinois Springfield |
| - | ~ | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | | None of the above |
| h | irin | niring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity g efforts (community organizations, non-profits, etc.) |
| | | e provide answers as a semi-colon separated list. e note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |

Women in Energy Network (there's a Chicago Chapter; WRISE (Women of Renewable Industries and Sustainable Energy); Blacks in Green; Hispanic Law Association; Black Women Lawyer's Association; Society of Women in Engineering; National Society of Black Engineers; Society of Hispanic Engineers; Accounting and Financial Women's Alliance; Women in EV's; National Association of Black Accountants; American Accounting Association; National Society of Accountants; Women in Accounting; Chicago Bar Association; Women Bar Association; Sangamon County Bar Association; NARUC; Handshake; LinkedIn; ISBA; Indeed

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

| individuals of the following | ng race or ethnicity? * | |
|------------------------------|-------------------------|--|
| | Yes | No |
| African American | 0 | |
| Hispanic | 0 | |
| Asian American | 0 | |
| Native American | 0 | |
| | | inating recruitment outreach to individuals from the African I that person have decision-making authority? (Check all |
| | | inating recruitment outreach to individuals from the that person have decision-making authority? (Check all that |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | | inating recruitment outreach to individuals from the Asian I that person have decision-making authority? (Check all |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| N/A | | |

| The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number | American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * | |
|--|---|--|
| Agency Budget and Outreach Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number | Hiring/Promotion | |
| Agency Budget and Outreach Tutton Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | Interviews | |
| Agency Budget and Outreach Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | Creating Policies | |
| Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | ✓ N/A | |
| Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | |
| Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number | | |
| The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | Tuition Reimbursement and Budget Allocation | |
| The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * | |
| 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | 0 | |
| The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | The value must be a number | |
| The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | |
| The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | 58. How many of those employees were African American? * | |
| 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | 0 | |
| The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | The value must be a number | |
| The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | 59. How many of those employees were Hispanic? * | |
| 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | 0 | |
| The value must be a number 61. How many of those employees were Native American? * | The value must be a number | |
| The value must be a number 61. How many of those employees were Native American? * | 60. How many of those employees were Asian American? * | |
| 61. How many of those employees were Native American? * | 0 | |
| 0 | The value must be a number | |
| | 61. How many of those employees were Native American? * | |
| The value must be a number | © 151 152 | |
| | | |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|---|-----|----|
| Registration fees for job fairs in these communities | 0 | |
| Budget to adorn job fair booths with engaging give- a- ways | 0 | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | |

PEERS Update for Fiscal Year 2024

| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fis | scal |
|--|------|
| year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency | / |
| employees, and their position breakdown (SPSA, PSA). * | |

Yes

No

| 9/27/24, 9:39 AM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
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| | |
| Fiscal Year 2025 Goal S As requested by Employment Plan Adv plans for growth. My agency's goal for | isory Council Members, your agency is to assess their historical representation and develop their own |

| The value must be a number 5. Of those, how many will be Senior Public Administrators? * 0 The value must be a number 6. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 7. Total number of Hispanic Employees to be recruited in FY25: * 2 The value must be a number 8. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number 9. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
|--|
| 5. Of those, how many will be Senior Public Administrators? * 0 The value must be a number 6. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 7. Total number of Hispanic Employees to be recruited in FY25: * 2 The value must be a number 8. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number |
| The value must be a number 6. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 7. Total number of Hispanic Employees to be recruited in FY25: * 2 The value must be a number 8. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number |
| The value must be a number 6. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 7. Total number of Hispanic Employees to be recruited in FY25: * 2 The value must be a number 8. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number 9. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 6. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 7. Total number of Hispanic Employees to be recruited in FY25: * 2 The value must be a number 8. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number |
| Administrators? * 0 The value must be a number 7. Total number of Hispanic Employees to be recruited in FY25: * 2 The value must be a number 8. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number 9. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| The value must be a number 7. Total number of Hispanic Employees to be recruited in FY25: * 2 The value must be a number 8. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number 9. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 7. Total number of Hispanic Employees to be recruited in FY25: * 2 The value must be a number 8. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number 9. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| The value must be a number 8. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number 9. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 0 |
| The value must be a number 8. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number 9. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 0 |
| 8. Of those, how many will be Senior Public Service Administrators? * 1. The value must be a number 2. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 1. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| The value must be a number 9. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| The value must be a number 9. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 9. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 0 |
| |
| The value must be a number |
| |
| 0. Total number of Asian American Employees to be recruited in FY25: * |
| 4 |
| The value must be a number |
| 1. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| The value must be a number |
| |

| 2. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
|--|
| 0 |
| The value must be a number |
| 3. Total number of Native American Employees to be recruited in FY25: * |
| 1 |
| The value must be a number |
| 4. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| 5. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| 0 |
| Closing 6. Is your agency listed in the State Services Assurance Act? Link to the State Services Assurance Act: |
| https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| No No |
| 7. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses COMMISSION ON EQUITY & INCLUSION

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| The value must be a number 8. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American.* 1. The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American.* 1. The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic.* 1. The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1. The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1. The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1. The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | 7. | Provide the total number of employees with responsibilities. that routinely include selecting Job candidates for interviews. |
|--|-----|--|
| 8. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * 1 The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 1 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 1 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * | | 1 |
| who are African American, Asian American, Hispanic, and/or Native American. * 1 The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 1 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 1 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * | | The value must be a number |
| The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 1. The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 1. The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1. The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1. The value must be a number | | |
| 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 1 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 1 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * | | 1 |
| who are African American. * 1 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 1 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | The value must be a number |
| The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 1 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | |
| 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 1 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | 1 |
| who are Hispanic. * 1 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | The value must be a number |
| The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | |
| 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | 1 |
| who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | The value must be a number |
| The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | |
| 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | 1 |
| who are Native American. * 1 The value must be a number | | The value must be a number |
| The value must be a number | | |
| | | 1 |
| 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | The value must be a number |
| | 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| 1 | | 1 |
| The value must be a number | | The value must be a number |

| | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | |
|----|--|--|--|
| | 1 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | |
| | 1 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | |
| | 1 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | |
| | 0 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | |
| | 0 | | |
| | The value must be a number | | |
| | | | |
| | Agency Recruitment and Outreach | | |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | |
|). | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 5 | | |
| | | | |

| | ow many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African merican? * |
|--------------|---|
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 3 |
| T | ne value must be a number |
| | ow many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were ispanic? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 2 |
| T | ne value must be a number |
| | ow many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian merican? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| Т | ne value must be a number |
| | 0 |
| \mathbf{T} | a value must be a number |
| Т | ne value must be a number |
| Т | Agency Recruitment and Outreach Structured Interview Panels |
| F | Agency Recruitment and Outreach |
| - | Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| HIII | Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| H Iff | Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| H Iff | Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. so we want to a number of the following fiscal year 2024? * ow many African American employees in your agency were certified to conduct structured interviews and participated in |

| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|-------|--|
| | 2 |
| TI | he value must be a number |
| | |
| | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at east one structured interview panel during fiscal year 2024? * |
| lf | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| TI | he value must be a number |
| | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| lf | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| TI | he value must be a number |
| | |
| | |
| Н | How many structured interview nanels were convened during fiscal year 20242 * |
| | How many structured interview panels were convened during fiscal year 2024? * |
| | How many structured interview panels were convened during fiscal year 2024? * f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If | |
| If | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 The value must be a number |
| If | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 The value must be a number Agency Recruitment and Outreach |
| If | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 The value must be a number |
| If | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 The value must be a number Agency Recruitment and Outreach |
| If | Agency Recruitment and Outreach Internships |
| If | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * |
| If | Agency Recruitment and Outreach Internships |
| If TI | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * |
| H | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| H (T | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) O the value must be a number |
| H (T | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| H (T | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) O the value must be a number |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 0 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |

| 40. | 40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | | | | | |
|-----|---|--|--|--|--|--|
| | 0 | | | | | |
| | The value must be a number | | | | | |
| 41. | How many of those interns were African American? * | | | | | |
| | 0 | | | | | |
| į | The value must be a number | | | | | |
| 42. | How many of those interns were Hispanic? * | | | | | |
| | 0 | | | | | |
| | The value must be a number | | | | | |
| 43. | How many of those interns were Asian American? * | | | | | |
| | 0 | | | | | |
| Ī | The value must be a number | | | | | |
| 44. | How many of those interns were Native American? * | | | | | |
| | 0 | | | | | |
| | The value must be a number | | | | | |
| | Agency Recruitment and Outreach | | | | | |
| | Higher Education and Marketing Outreach | | | | | |
| | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving nstitution of higher learning? * | | | | | |
| | Yes | | | | | |
| | ○ No | | | | | |
| | Our agency does not track that information. | | | | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | | | | |
| | | | | | | |

| 46. | | Ooes your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving institutions of higher learning? * | | | | | |
|-----|------------|---|--|--|--|--|--|
| | \bigcirc | Yes | | | | | |
| | 0 | No | | | | | |
| | 0 | Our agency does not track that information. | | | | | |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. | | | | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * | | | | | |
| | \bigcirc | Yes | | | | | |
| | 0 | No | | | | | |
| | \bigcirc | Our agency does not track that information. | | | | | |
| | | No, but our agency would like to request support in building relationships with these colleges and universities | | | | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * | | | | | |
| | 0 | Yes | | | | | |
| | 0 | No | | | | | |
| | \bigcirc | Our agency does not track that information. | | | | | |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. | | | | | |

| 49. | Please select all Illinois Community Colleges that you conducted outreach with. * | |
|-----|---|--|
| | Black Hawk College, Moline | |
| | CCC Richard J. Daley College | |
| | CCC Kennedy-King College | |
| | CCC Malcolm X College | |
| | CCC Olive-Harvey College | |
| | CCC Harry S. Truman College | |
| | CCC Harold Washington College | |
| | CCC Wilbur Wright College | |
| | Danville Area Community College, Danville | |
| | College of DuPage, Glen Ellyn | |
| | East St. Louis Community College Center, East St. Louis | |
| | Elgin Community College, Elgin | |
| | Harper College, Palatine | |
| | Heartland Community College, Normal | |
| | Highland Community College, Freeport | |
| | Illinois Central College, East Peoria | |
| | IL Eastern Community Colleges, Olney | |
| | Frontier Community College, Fairfield | |
| | Lincoln Trail College, Robinson | |
| | Olney Central College, Olney | |
| | Wabash Valley College, Mt. Carmel | |
| | IL Valley Community College, Oglesby | |
| | Joliet Junior College, Joliet | |
| | Kankakee Community College, Kankakee | |
| | Kaskaskia College, Centralia | |
| | Kishwaukee College, Malta | |
| | College of Lake County, Grayslake | |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| ~ | None of the above |

| 0. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|----|------|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | ~ | None of the above |
| 1. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity og efforts (community organizations, non-profits, etc.) |
| | | se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | IAH | ISE, Illinois Black Chamber of Commerce |
| | | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No | |
|--|---|----|--|
| African American | 0 | | |
| Hispanic | 0 | | |
| Asian American | 0 | • | |
| Native American | 0 | • | |
| | r responsible for coordinating recruitment outreach to in 2024, in which areas did that person have decision-makir | | |
| 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies | | | |
| | r responsible for coordinating recruitment outreach to in 2024, in which areas did that person have decision-makir | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| |
| Agency Budget and Outreach Tuition Reimbursement and Budget Allocation |
| Tallon Kellibarsement and Badget Anocasion |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 |
| The value must be a number |
| |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

63.

64.

65.

66.

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No | | | | | |
|--|----------------------|---|--|--|--|--|--|
| Registration fees for job fairs in these communities | 0 | | | | | | |
| Budget to adorn job fair booths with engaging give- a- ways | 0 | | | | | | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | | | | | | |
| PEERS Update for Fiscal Year 2024 | | | | | | | |
| year 2024? If yes, this will prompt employees, and their position brea | demographic question | /31/2023. Can your agency provide more updated data for fiscal s for FY24 that gather information on total number of agency | | | | | |
| Ves No | | | | | | | |
| What was the total number of employees for your agency in FY24? * | | | | | | | |
| 25 | | | | | | | |
| The value must be a number | | | | | | | |
| What was the total number of African American employees at your agency? * | | | | | | | |
| 13 | | | | | | | |
| The value must be a number | | | | | | | |
| What was the total number of African American Senior Public Administrators at your agency? * | | | | | | | |
| | | | | | | | |

| 67. | 7. What was the total number of African American Public Service Administrators at your agency? * | | | | | |
|-----|--|--|--|--|--|--|
| | 2 | | | | | |
| | The value must be a number | | | | | |
| 68. | What was the total number of Hispanic employees at your agency? * | | | | | |
| | 10 | | | | | |
| | The value must be a number | | | | | |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * | | | | | |
| | 2 | | | | | |
| | The value must be a number | | | | | |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * | | | | | |
| | 2 | | | | | |
| | The value must be a number | | | | | |
| 71. | What was the total number of Asian American employees at your agency? * | | | | | |
| | 0 | | | | | |
| | The value must be a number | | | | | |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * | | | | | |
| | 0 | | | | | |
| | The value must be a number | | | | | |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * | | | | | |
| | 0 | | | | | |
| | The value must be a number | | | | | |
| 74. | What was the total number of Native American employees at your agency? * | | | | | |
| | 0 | | | | | |
| | The value must be a number | | | | | |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * | | | | | |
| | 0 | | | | | |
| | The value must be a number | | | | | |

| 76. What was the total number of Native American Pub | ic Service Administrators at your agency? * |
|--|---|
|--|---|

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97 | Total | number of | f additional | African | American | Employees | to be | e recruited in FY25: * | |
|-----|-------|------------|--------------|----------|-------------|------------------|-------|------------------------|--|
| 21. | IOtal | Hullibel O | i additional | Allicali | Allielicali | LITIDIOVEES | LU DE | e recruiteu iii i 123. | |

3

The value must be a number

98. Of those, how many will be Senior Public Administrators? *

1

The value must be a number

99. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? *

1

The value must be a number

| 100. Total number of Hispanic Employees to be recruited in FY25: | |
|---|-----------|
| 2 | |
| The value must be a number | |
| 101. Of those, how many will be Senior Public Service Administrators? * | |
| 1 | |
| The value must be a number | |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? | * |
| 0 | |
| The value must be a number | |
| 103. Total number of Asian American Employees to be recruited in FY25: * | |
| 2 | |
| The value must be a number | |
| 104. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administ * | rators? |
| 1 | |
| The value must be a number | |
| 106. Total number of Native American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 107. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Adminis | strators? |
| 0 | |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? | | |
|---|--|--|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 | | |
| Yes | | |
| No | | |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * | | |
| | | |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses CORRECTIONS

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 11 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 1 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 1 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 1 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 12 |
| | The value must be a number |

| | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | |
|----|--|--|--|
| | 7 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | |
| | 8 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | |
| | 4 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | |
| | 3 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | |
| | 4 | | |
| | The value must be a number | | |
| | | | |
| | Agency Recruitment and Outreach | | |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | |
| 9. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 9999 | | |
| | The value must be a number | | |

8

| _ | 44 PM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-----|---|
| 20. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| 2. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| | 131 |

The value must be a number

| , 1:44 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|------------------|---|
| | y Hispanic employees in your agency were certified to conduct structured interviews and participated in at least tured interview panel during fiscal year 2024? * |
| If your ager | ncy does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 4 | |
| The value m | nust be a number |
| | y Asian American employees in your agency were certified to conduct structured interviews and participated in at structured interview panel during fiscal year 2024? * |
| If your ager | ncy does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| The value m | nust be a number |
| | y Native American employees in your agency were certified to conduct structured interviews and participated in ne structured interview panel during fiscal year 2024? * |
| If your ager | ncy does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value m | nust be a number |
| | |
| 29. How man | y structured interview panels were convened during fiscal year 2024? * |
| | ncy does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 129 | |
| The value m | nust be a number |
| | |
| | |
| | |
| Ac | gency Recruitment and Outreach |
| _ | rnships |
| inte | TISHIPS |
| 0 How man | y paid interns did your agency hire during fiscal year 2024? * |
| | nclude CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| (11.13 11.13) 11 | |
| 0 | |
| The value m | nust be a number |
| 31. How man | y of those interns were African American? * |
| 0 | |
| | nust be a number |
| THE VALUE II | idat be a fidilibei |

| 32. | How many of those interns were Hispanic? * | | |
|-----|--|--|--|
| | 0 | | |
| | The value must be a number | | |
| 33. | How many of those interns were Asian American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 34. | How many of those interns were Native American? * | | |
| | 0 | | |
| | The value must be a number | | |
| | How many interns did your agency hire during fiscal year 2024? * | | |
| | (This may include transitioning into post-summer, full-time PSC's) | | |
| | 2 | | |
| | The value must be a number | | |
| 36. | How many of those interns were African American? * | | |
| | 1 | | |
| | The value must be a number | | |
| 37. | How many of those interns were Hispanic? * | | |
| | 0 | | |
| | The value must be a number | | |
| 38. | How many of those interns were Asian American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 39. | How many of those interns were Native American? * | | |
| | 0 | | |
| | The value must be a number | | |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| | educational credit? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 0. |
| | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * |
| | Yes |
| | ○ No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * |
|---|
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| |
| 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities |
| |
| 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| |

| 49. I | 9. Please select all Illinois Community Colleges that you conducted outreach with. * | | |
|-------|--|---|--|
| | ~ | Black Hawk College, Moline | |
| | | CCC Richard J. Daley College | |
| | V | CCC Kennedy-King College | |
| | | CCC Malcolm X College | |
| | | CCC Olive-Harvey College | |
| | | CCC Harry S. Truman College | |
| | V | CCC Harold Washington College | |
| | | CCC Wilbur Wright College | |
| | | Danville Area Community College, Danville | |
| | | College of DuPage, Glen Ellyn | |
| | ~ | East St. Louis Community College Center, East St. Louis | |
| | | Elgin Community College, Elgin | |
| | ~ | Harper College, Palatine | |
| | ~ | Heartland Community College, Normal | |
| | | Highland Community College, Freeport | |
| | V | Illinois Central College, East Peoria | |
| | | IL Eastern Community Colleges, Olney | |
| | | Frontier Community College, Fairfield | |
| | | Lincoln Trail College, Robinson | |
| | | Olney Central College, Olney | |
| | | Wabash Valley College, Mt. Carmel | |
| | | IL Valley Community College, Oglesby | |
| | V | Joliet Junior College, Joliet | |
| | | Kankakee Community College, Kankakee | |
| | V | Kaskaskia College, Centralia | |
| | V | Kishwaukee College, Malta | |
| | | College of Lake County, Grayslake | |

| ✓. | Lake Land College, Mattoon |
|--------|--|
| V | Lewis & Clark Community College, Godfrey |
| V | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| \vee | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| ~ | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| V | Rock Valley College, Rockford |
| V | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| V | Shawnee Community College, Ullin |
| ~ | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| V | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| V | Spoon River College, Canton |
| ~ | Triton College, River Grove |
| V | Waubonsee Community College, Sugar Grove |
| V | John Wood Community College, Quincy |
| | All of the above |
| | None of the above |

| 50. | O. Please select all Public State Universities that you conducted outreach with. * | | |
|-----|--|---|--|
| | V | Chicago State University | |
| | | Eastern Illinois University | |
| | ~ | Governors State University | |
| | V | Illinois State University | |
| | V | Northeastern Illinois University | |
| | V | Northern Illinois University | |
| | V | Southern Illinois University Carbondale | |
| | ~ | Southern Illinois University Edwardsville | |
| | ~ | University of Illinois Chicago | |
| | ~ | University of Illinois Springfield | |
| | ~ | University of Illinois Urbana-Champaign | |
| | V | Western Illinois University | |
| | | All the above | |
| | | None of the above | |

51. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.)

Please provide answers as a semi-colon separated list.

Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members

| Asian Pacific American Labor Alliance (APALA); Council of Korea Americans (CKA); Asian American Advancing Justice (AAJC) |
|---|
| ; Asian American Professional Association |
| ;Asian American Psychological Association (AAPA) |
| ; Asian American/Pacific Islander Nurses Association, Inc. |
| ; Association of Latino Professionals for America via Univ of Notre Dame |
| ; Association of Asian Pacific Community Health Organizations (AAPCHO), |
| ; Center for Asian Pacific American Women (CAPAW) |
| ; HCBU 20x20 |
| ; Hmong National Development (HND) |
| ; National Association of Asian American Professionals (NAAAP). |
| ; National Association of Black Accountants |
| ; National Association of Hispanic Accountants |
| ; National Association of Hispanic Nurses |
| ; National Association of Puerto Rican Hispanic Social Workers |
| ; National Black Nurses Association |
| ; National Council of Asian Pacific Americans |
| ; National Organization of Black Women in Law Enforcement Inc. |
| ; National Organization of Hispanics in Criminal Justice |
| ; National Organization on Disability |
| ; The American Foundation for the Blind |
| : The AR |
| ; Chicago Urban League |
| ;PLCCA (Proviso Leyden Council for Community Action) |
| ;Shine Bright Community Center |
| ; Several local aldermen and state congresspeople in the Chicago area also hold community job fairs in DEI specific neighborhoods |
| ; In addition – CMS also sponsors various DEI focused events, and we try to hit all that are employment focused |
| |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---------------------|----|
| African American | | 0 |
| Hispanic | | 0 |
| Asian American | • | 0 |
| Native American | | 0 |

| 53. | If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|-----|--|
| | Hiring/Promotion |
| | Interviews |
| | Creating Policies |
| | ✓ N/A |
| 54. | If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
| | Hiring/Promotion |
| | Interviews |
| | Creating Policies |
| | ✓ N/A |
| 55. | If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies |
| 56. | If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews |
| | Creating Policies |
| | ✓ N/A |

Agency Budget and Outreach

Tuition Reimbursement and Budget Allocation

| 57. How many employees in you | ur agency received tuition reimb | oursement in fiscal year 2024? * |
|--|--|--|
| 0 | | |
| The value must be a number | | |
| 58. How many of those employe | ees were African American? * | |
| 0 | | |
| The value must be a number | | |
| 59. How many of those employe | ees were Hispanic? * | |
| 0 | | |
| The value must be a number | | |
| 60. How many of those employe | ees were Asian American? * | |
| 0 | | |
| The value must be a number | | |
| 61 11-11-11-11-11-11-11-11-11-11-11-11-11 | | |
| 61. How many of those employe | ees were Native American? | |
| 0 | | |
| The value must be a number | | |
| | nclude an allocation for the foll Americans, and Native America | lowing items related to improving the representation of African ns in the workforce? * |
| | Yes | No |
| Registration fees for job fairs in these communities | | |
| Budget to adorn job fair booths with engaging give- a- ways | | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | 0 |

PEERS Update for Fiscal Year 2024

| | CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * |
|-----|---|
| | Yes |
| | ○ No |
| 64. | What was the total number of employees for your agency in FY24? * |
| | 11.941 |
| | The value must be a number |
| 65. | What was the total number of African American employees at your agency? * |
| | 1330 |
| | The value must be a number |
| 66. | What was the total number of African American Senior Public Administrators at your agency? * |
| | 21 |
| | The value must be a number |
| 67. | What was the total number of African American Public Service Administrators at your agency? * |
| | 39 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 464 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 2 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 31 |
| | The value must be a number |

| 71. | What was the total number of Asian American employees at your agency? * |
|-----|--|
| | 88 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 3 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 7 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 62 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 76. | What was the total number of Native American Public Service Administrators at your agency? * |
| | 1 |
| | The value must be a number |
| | |
| | |

Fiscal Year 2025 Goal Setting *NEW*

97. Total number of additional African American Employees to be recruited in FY25: *

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 43 | | |
|----------------------------|--|--|
| The value must be a number | | |

98. Of those, how many will be Senior Public Administrators? *

2

The value must be a number

99. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? *

0

The value must be a number

| 100. | lotal number of Hispanic Employees to be recruited in FY25: * |
|------|--|
| | 28 |
| | The value must be a number |
| 101. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 102. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 103. | Total number of Asian American Employees to be recruited in FY25: * |
| | 48 |
| | The value must be a number |
| 104. | Of those, how many will be Senior Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 105. | Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 1 |
| | The value must be a number |
| 106. | Total number of Native American Employees to be recruited in FY25: * |
| | 8 |
| | The value must be a number |
| 107. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| 108. | Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|---|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| □ I Agree |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses COUNCIL ON DEVELOPMENTAL DISABILITIES

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 0 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 0 |
| | The value must be a number |

| | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * |
|--------------|--|
| | 0 |
| 7 | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| | 0 |
| 1 | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| | 0 |
| 7 | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| | 0 |
| 7 | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| | 0 |
| 1 | The value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| ∂ . I | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| I | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 3 |
| | |

| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|---|--|
| | 1 |
| 1 | The value must be a number |
| | Low many ampley and in your argan such a year position to conduct atmost and interminate as of lune 20, 2024 were |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| I | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| 1 | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | The value must be a number |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Agency Recruitment and Outreach Structured Interview Panels |
| | |
| | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number |
| | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number How many African American employees in your agency were certified to conduct structured interviews and participated in |

| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|----------|--|
| | 0 |
| Tŀ | e value must be a number |
| | |
| | ow many Asian American employees in your agency were certified to conduct structured interviews and participated in at ast one structured interview panel during fiscal year 2024? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| Tł | e value must be a number |
| | ow many Native American employees in your agency were certified to conduct structured interviews and participated in least one structured interview panel during fiscal year 2024? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| Th | e value must be a number |
| | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Deep value must be a number |
| If Th | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Delta the provided systems to report in the future, please enter 9999 here. Delta the provided systems to report in the future, please enter 9999 here. Delta the provided systems to report in the future, please enter 9999 here. Delta the provided systems to report in the future, please enter 9999 here. Delta the provided systems to report in the future, please enter 9999 here. Delta the provided systems to report in the future, please enter 9999 here. Delta the provided systems to report in the future, please enter 9999 here. |
| If Th | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Delta value must be a number Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * |
| If Th | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Delta the provided systems to report in the future, please enter 9999 here. Delta the provided systems to report in the future, please enter 9999 here. Delta the provided systems to report in the future, please enter 9999 here. Delta the provided systems to report in the future, please enter 9999 here. Delta the provided systems to report in the future, please enter 9999 here. Delta the provided systems to report in the future, please enter 9999 here. Delta the provided systems to report in the future, please enter 9999 here. |
| If Th | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Delta value must be a number Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * |
| H (T | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Dee value must be a number Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * his may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| H (T | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Dee value must be a number Agency Recruitment and Outreach Internships Output Output |
| H (TT) | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Dee value must be a number Agency Recruitment and Outreach Internships Ow many paid interns did your agency hire during fiscal year 2024? * his may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) Dee value must be a number |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 0 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |

| | How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * |
|-------|---|
| | 0 |
| 1 | The value must be a number |
| 41. I | How many of those interns were African American? * |
| | 0 |
| 1 | The value must be a number |
| 42. I | How many of those interns were Hispanic? * |
| | 0 |
| 1 | The value must be a number |
| 43. I | How many of those interns were Asian American? * |
| | 0 |
| 1 | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| 1 | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving nstitution of higher learning? * |
| | Yes |
| | ● No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * | | |
|--|---------------|--|
| Yes | | |
| No No | | |
| Our agency does not track that information. | | |
| No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| | | |
| 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education i | n Illinois? * | |
| Yes | | |
| ■ No | | |
| Our agency does not track that information. | | |
| No, but our agency would like to request support in building relationships with these colleges and universities | | |
| | | |
| 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher edu | cation? * | |
| Yes | | |
| ■ No | | |
| Our agency does not track that information. | | |
| No, but our agency would like to request support in building relationships with these colleges and universities. | | |

| 9. Plea | ase select all Illinois Community Colleges that you conducted outreach with. * |
|---------|--|
| | Black Hawk College, Moline |
| | CCC Richard J. Daley College |
| | CCC Kennedy-King College |
| | CCC Malcolm X College |
| | CCC Olive-Harvey College |
| | CCC Harry S. Truman College |
| | CCC Harold Washington College |
| | CCC Wilbur Wright College |
| | Danville Area Community College, Danville |
| | College of DuPage, Glen Ellyn |
| | East St. Louis Community College Center, East St. Louis |
| | Elgin Community College, Elgin |
| | Harper College, Palatine |
| | Heartland Community College, Normal |
| | Highland Community College, Freeport |
| | Illinois Central College, East Peoria |
| | IL Eastern Community Colleges, Olney |
| | Frontier Community College, Fairfield |
| | Lincoln Trail College, Robinson |
| | Olney Central College, Olney |
| | Wabash Valley College, Mt. Carmel |
| | IL Valley Community College, Oglesby |
| | Joliet Junior College, Joliet |
| | Kankakee Community College, Kankakee |
| | Kaskaskia College, Centralia |
| | Kishwaukee College, Malta |
| | College of Lake County, Grayslake |

| Lake Land College, Mattoon | |
|--|--|
| Lewis & Clark Community College, Godfrey | |
| Lincoln Land Community College, Springfield | |
| John A. Logan College, Carterville | |
| McHenry County College, Crystal Lake | |
| Moraine Valley Community College, Palos Hills | |
| Morton College, Cicero | |
| Oakton Community College, Des Plaines | |
| Parkland College, Champaign | |
| Prairie State College, Chicago Heights | |
| Rend Lake College, Ina | |
| Richland Community College, Decatur | |
| Rock Valley College, Rockford | |
| Carl Sandburg College, Galesburg | |
| Sauk Valley Community College, Dixon | |
| Shawnee Community College, Ullin | |
| South Suburban College, South Holland | |
| Southeastern Illinois College, Harrisburg | |
| Southwestern Illinois College, Belleville (formerly Belleville Area College) | |
| Spoon River College, Canton | |
| Triton College, River Grove | |
| Waubonsee Community College, Sugar Grove | |
| John Wood Community College, Quincy | |
| All of the above | |
| ✓ None of the above | |

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|-------|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | V | None of the above |
| | | |
| 1. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ag efforts (community organizations, non-profits, etc.) |
| | | se provide answers as a semi-colon separated list. |
| | Pleas | se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | The | agency did not make any hires during FY2024. |
| | | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|---------------------|
| African American | 0 | • |
| Hispanic | 0 | |
| Asian American | 0 | • |
| Native American | 0 | • |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| | responsible for coordinating recruitment outreach to in 124, in which areas did that person have decision-making | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Nativ American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * | 'e |
|---|----|
| Hiring/Promotion | |
| Interviews | |
| Creating Policies | |
| ✓ N/A | |
| | |
| | |
| Agency Budget and Outreach | |
| Tuition Reimbursement and Budget Allocation | |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * | |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024: | |
| 0 | |
| The value must be a number | |
| | |
| 58. How many of those employees were African American? * | |
| 0 | |
| The value must be a number | |
| 59. How many of those employees were Hispanic? * | |
| 33. Now many of those employees were riispanic: | |
| 0 | |
| The value must be a number | |
| 60. How many of those employees were Asian American? * | |
| 0 | |
| The value must be a number | |
| 61. How many of those employees were Native American? * | |
| 0 | |
| The value must be a number | |
| | |
| | |

CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey 62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | |
| Budget to adorn job fair booths with engaging give- a- ways | 0 | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | |

PEERS Update for Fiscal Year 2024

| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * |
|---|
| Yes |
| ○ No |
| |
| 64. What was the total number of employees for your agency in FY24? * |
| 9 |
| The value must be a number |
| 65. What was the total number of African American employees at your agency? * |
| 1 |
| The value must be a number |
| 66. What was the total number of African American Senior Public Administrators at your agency? * |
| 1 |
| The value must be a number |

| 67. W | /hat was the total number of African American Public Service Administrators at your agency? * |
|-------|---|
| | 0 |
| Th | ne value must be a number |
| 68. W | /hat was the total number of Hispanic employees at your agency? * |
| | 0 |
| Th | ne value must be a number |
| 69. W | /hat was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 0 |
| Tł | ne value must be a number |
| 70. W | /hat was the total number of Hispanic Public Service Administrators at your agency? * |
| | 0 |
| Th | ne value must be a number |
| 71. W | /hat was the total number of Asian American employees at your agency? * |
| | 0 |
| Th | ne value must be a number |
| 72. W | /hat was the total number of Asian American Senior Public Administrators at your agency? * |
| | 0 |
| Th | ne value must be a number |
| 73. W | /hat was the total number of Asian American Public Service Administrators at your agency? * |
| | 0 |
| Th | ne value must be a number |
| 74. W | /hat was the total number of Native American employees at your agency? * |
| | 0 |
| Tł | ne value must be a number |
| 75. W | /hat was the total number of Native American Senior Public Administrators at your agency? * |
| | 0 |
| Th | ne value must be a number |

| 76. What was the total number of Native American Pub | ic Service Administrators at your agency? * |
|--|---|
|--|---|

0

The value must be a number

| n | 100 | 101 | 42-20 DM | |
|---|-----|-----|----------|--|
| 9 | ZJ | 124 | 12:20 PM | |

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 0 |
| | The value must be a number |
| 98. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |

| 100. Total number of Hispanic Employees to be recruited in FY25: " |
|---|
| 0 |
| The value must be a number |
| 101. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| The value must be a number |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 0 |
| The value must be a number |
| 103. Total number of Asian American Employees to be recruited in FY25: * |
| 0 |
| The value must be a number |
| 104. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| The value must be a number |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| 0 |
| The value must be a number |
| 106. Total number of Native American Employees to be recruited in FY25: * |
| 0 |
| The value must be a number |
| 107. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| 0 |
| |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|---|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| ○ No |
| |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |
| |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses DEAF AND HARD OF HEARING COMMISSION

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| The value must be a number 8. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American.* 1 The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American.* 1 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic.* 0 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American.* 0 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American.* 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * 2 The value must be a number | 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. |
|--|-----|---|
| 8. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * 1 The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 1 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 0 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 0 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | 2 |
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| 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | 0 |
| 2 | | The value must be a number |
| | 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
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| | | The value must be a number |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| who are African American.* 1 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic.* 0 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American.* 0 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American.* 0 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American.* 0 The value must be a number Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interview to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview and interview and interview and interview and interview and interview interviews that take place for that singular posting are handled by one structured interview and interviews that take place for that singular posting are handled by one structured interview and interview and posting information of applicants as well. We have asked this question in the pass / You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | 1 | |
|--|-----|---|
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| Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | 0 | |
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| | | panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have |
| If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | Нс | w many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| | | |

| 12:29 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|--------------------------------|--|
|). How many emp American? * | loyees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African |
| If your agency does | s not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| The value must be a | a number |
| . How many emp Hispanic? * | loyees in your agency who were certified to conduct structured interviews as of June 30, 2024 were |
| If your agency does | s not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value must be a | a number |
| . How many emp American? * | loyees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian |
| If your agency does | s not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value must be a | a number |
| If your agency does | s not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| The value must be a | |
| | y Recruitment and Outreach Interview Panels |
| | |
| | fied interviewers participated in at least one structured interview panel during fiscal year 2024? * s not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 3 | |
| The value must be a | a number |
| | an American employees in your agency were certified to conduct structured interviews and participated in actured interview panel during fiscal year 2024? * |
| | s not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| 1 | |

The value must be a number

26. How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least

| Th | e value must be a number |
|------|--|
| | ow many Asian American employees in your agency were certified to conduct structured interviews and participated in at ast one structured interview panel during fiscal year 2024? * |
| lf | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| Th | e value must be a number |
| | ow many Native American employees in your agency were certified to conduct structured interviews and participated in least one structured interview panel during fiscal year 2024? * |
| lf | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| Th | e value must be a number |
| lf | ow many structured interview panels were convened during fiscal year 2024? * our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| lf: | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| lf: | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. e value must be a number Agency Recruitment and Outreach |
| If | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If ; | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. e value must be a number Agency Recruitment and Outreach |
| If; | Agency Recruitment and Outreach Internships |
| If: | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * |
| H (T | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * is may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| H (T | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * is may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| H (T | Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * is may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) e value must be a number |

| 0 |
|--|
| |
| The value must be a number |
| 33. How many of those interns were Asian American? * |
| 0 |
| The value must be a number |
| 34. How many of those interns were Native American? * |
| 0 |
| The value must be a number |
| 35. How many interns did your agency hire during fiscal year 2024? * |
| (This may include transitioning into post-summer, full-time PSC's) |
| 0 |
| The value must be a number |
| 36. How many of those interns were African American? * |
| 0 |
| The value must be a number |
| 37. How many of those interns were Hispanic? * |
| 0 |
| The value must be a number |
| 38. How many of those interns were Asian American? * |
| 0 |
| The value must be a number |
| 39. How many of those interns were Native American? * |
| |
| 0 |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| | educational credit? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * |
| | ○ Yes |
| | No No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| | es your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving itutions of higher learning? * |
|--------|---|
| 0 | Yes |
| | No |
| 0 | Our agency does not track that information. |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. Do | es your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| 0 | Yes |
| | No |
| 0 | Our agency does not track that information. |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. Do | es your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| 0 | Yes |
| | No |
| 0 | Our agency does not track that information. |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |

| 49. Please select all Illinois Community Colleges that you conducted outreach with. * |
|---|
| Black Hawk College, Moline |
| CCC Richard J. Daley College |
| CCC Kennedy-King College |
| CCC Malcolm X College |
| CCC Olive-Harvey College |
| CCC Harry S. Truman College |
| CCC Harold Washington College |
| CCC Wilbur Wright College |
| Danville Area Community College, Danville |
| College of DuPage, Glen Ellyn |
| East St. Louis Community College Center, East St. Louis |
| Elgin Community College, Elgin |
| Harper College, Palatine |
| Heartland Community College, Normal |
| Highland Community College, Freeport |
| Illinois Central College, East Peoria |
| IL Eastern Community Colleges, Olney |
| Frontier Community College, Fairfield |
| Lincoln Trail College, Robinson |
| Olney Central College, Olney |
| Wabash Valley College, Mt. Carmel |
| IL Valley Community College, Oglesby |
| Joliet Junior College, Joliet |
| Kankakee Community College, Kankakee |
| Kaskaskia College, Centralia |
| Kishwaukee College, Malta |
| College of Lake County, Grayslake |

| 9/23/24, 12:29 (| PM CMS FY24 Employment Plans & Bilingual |
|------------------|--|
| | Lake Land College, Mattoon |
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| V | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |

All of the above

None of the above

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|----------|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | V | None of the above |
| | | |
| 1. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ag efforts (community organizations, non-profits, etc.) |
| | Pleas | se provide answers as a semi-colon separated list. |
| | Pleas | se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | Chi | cagoland Black Deaf Advocates; Illinois Association of the Deaf; Illinois Deaf Latino Association |
| | | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|----|
| African American | 0 | |
| Hispanic | 0 | |
| Asian American | 0 | • |
| Native American | 0 | • |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| | responsible for coordinating recruitment outreach to in 124, in which areas did that person have decision-making | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |

| that | t apply) * Hiring/Promotion Interviews |
|---------|---|
| | |
| | Interviews |
| | |
| gen | Creating Policies |
| ~ | N/A |
| | |
| | |
| | Agency Budget and Outreach |
| | Tuition Reimbursement and Budget Allocation |
| F7 11 | |
| 57. HOW | w many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 | |
| The | value must be a number |
| | |
| 58. Hov | w many of those employees were African American? * |
| | |
| 0 | |
| The | value must be a number |
| | |
| 59. How | w many of those employees were Hispanic? * |
| 0 | |
| The | value must be a number |
| 60. How | w many of those employees were Asian American? * |
| 0 | |
| The | value must be a number |
| 61. Hov | w many of those employees were Native American? * |
| 0 | |
| | |

The value must be a number

The value must be a number

1

CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey 62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget to** adorn job fair booths with engaging givea- ways Overtime for employees to conduct outreach outside of normal business hours in these communities **PEERS Update for Fiscal Year 2024** 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * Yes No 64. What was the total number of employees for your agency in FY24? * 5 The value must be a number 65. What was the total number of African American employees at your agency? * 1

66. What was the total number of African American Senior Public Administrators at your agency? *

| 67. What was the total number of African American Public Service Adminis | trators at your agency? * |
|---|---------------------------|
| 0 | |
| The value must be a number | |
| 68. What was the total number of Hispanic employees at your agency? * | |
| 0 | |
| The value must be a number | |
| 69. What was the total number of Hispanic Senior Public Administrators at | your agency? * |
| 0 | |
| The value must be a number | |
| 70. What was the total number of Hispanic Public Service Administrators a | t your agency? * |
| 0 | |
| The value must be a number | |
| 71. What was the total number of Asian American employees at your agen | cy? * |
| 0 | |
| The value must be a number | |
| 72. What was the total number of Asian American Senior Public Administra | ators at your agency? * |
| 0 | |
| The value must be a number | |
| 73. What was the total number of Asian American Public Service Administr | rators at your agency? * |
| 0 | |
| The value must be a number | |
| 74. What was the total number of Native American employees at your age | ncy? * |
| 0 | |
| The value must be a number | |
| 75. What was the total number of Native American Senior Public Administr | rators at your agency? * |
| 0 | |
| The value must be a number | |

| 76. What was the total number of Native American Pub | ic Service Administrators at your agency? * |
|--|---|
|--|---|

0

Fiscal Year 2025 Goal Setting *NEW*

The value must be a number

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 1 |
| | The value must be a number |
| 98. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 1 |

| 100. | Total number of Hispanic Employees to be recruited in FY25: * |
|------|--|
| | 1 |
| | The value must be a number |
| 101. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 102. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 103. | Total number of Asian American Employees to be recruited in FY25: * |
| | 1 |
| | The value must be a number |
| 104. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 105. | Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 106. | Total number of Native American Employees to be recruited in FY25: * |
| | 1 |
| | The value must be a number |
| 107. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| 108. | Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| | 1 |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|--|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| No No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual |
| Needs & Bilingual Pay survey. * |
| |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses CRIMINAL JUSTICE INFORMATION AUTHORITY

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 4 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 4 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 4 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 4 |
| | The value must be a number |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 4 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 4 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 4 |
| | The value must be a number |

| | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * |
|-----|--|
| | 4 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| | 4 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| | 0 |
| | The value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| 19. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 52 |
| | The value must be a number |

| lf | merican? * |
|---------------|---|
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 23 |
| Tł | ne value must be a number |
| | ow many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were ispanic? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 5 |
| TI | ne value must be a number |
| | ow many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian merican? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 5 |
| TI | ne value must be a number |
| | ow many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native merican? * |
| lf _ | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| _ | |
| H | ne value must be a number |
| | Agency Recruitment and Outreach |
| 11 | |
| | Agency Recruitment and Outreach Structured Interview Panels |
| Н | Agency Recruitment and Outreach |
| H | Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| H | Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| H Th | Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| H If Th | Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| H If Th | Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 22 be value must be a number ow many African American employees in your agency were certified to conduct structured interviews and participated in the least one structured interview panel during fiscal year 2024? * |

| 26. | How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | | |
|-----|--|--|--|--|
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | |
| | 4 | | | |
| | The value must be a number | | | |
| 27. | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | |
| | 3 | | | |
| | The value must be a number | | | |
| 28. | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 29. | How many structured interview panels were convened during fiscal year 2024? * | | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | |
| | 38 | | | |
| | The value must be a number | | | |
| | | | | |
| | | | | |
| | Agency Recruitment and Outreach Internships | | | |
| 30. | How many paid interns did your agency hire during fiscal year 2024? * | | | |
| | (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | | | |
| | 1 | | | |
| | The value must be a number | | | |
| 31. | How many of those interns were African American? * | | | |
| | 0 | | | |
| | The value must be a number | | | |

| How many of those interns were Hispanic? * |
|--|
| 0 |
| The value must be a number |
| How many of those interns were Asian American? * |
| 1 |
| The value must be a number |
| How many of those interns were Native American? * |
| 0 |
| The value must be a number |
| How many interns did your agency hire during fiscal year 2024? * |
| (This may include transitioning into post-summer, full-time PSC's) |
| 21 |
| The value must be a number |
| How many of those interns were African American? * |
| 2 |
| The value must be a number |
| How many of those interns were Hispanic? * |
| 4 |
| The value must be a number |
| How many of those interns were Asian American? * |
| 6 |
| The value must be a number |
| How many of those interns were Native American? * |
| 0 |
| The value must be a number |
| |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| | educational credit? * |
|-----|--|
| | 2 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 1 |
| | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * |
| | ○ Yes |
| | ○ No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|------------|---|
| | 0 | Yes |
| | 0 | No |
| | 0 | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | 0 | Yes |
| | 0 | No |
| | 0 | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | \bigcirc | Yes |
| | 0 | No |
| | 0 | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| V | None of the above |

| 50. | 0. Please select all Public State Universities that you conducted outreach with. * | | |
|-----|--|--|--|
| | | Chicago State University | |
| | | Eastern Illinois University | |
| | | Governors State University | |
| | | Illinois State University | |
| | | Northeastern Illinois University | |
| | | Northern Illinois University | |
| | | Southern Illinois University Carbondale | |
| | | Southern Illinois University Edwardsville | |
| | V | University of Illinois Chicago | |
| | | University of Illinois Springfield | |
| | | University of Illinois Urbana-Champaign | |
| | | Western Illinois University | |
| | | All the above | |
| | | None of the above | |
| | | | |
| 1. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) | |
| | | se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | |
| | In F | Y25, ICJIA would like to partner with community organizations and non-profits as part of our diversity hiring efforts for our Springfield office. | |
| | | | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

| individuals of the following race or ethnicity? * | | |
|--|-----|--|
| | Yes | No |
| African American | 0 | |
| Hispanic | 0 | |
| Asian American | 0 | |
| Native American | 0 | |
| | | inating recruitment outreach to individuals from the African I that person have decision-making authority? (Check all |
| 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Chapply) * Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | | inating recruitment outreach to individuals from the Asian I that person have decision-making authority? (Check all |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| N/A | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 |
| The value must be a number |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | |
| | | |

PEERS Update for Fiscal Year 2024

| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * |
|---|
| Yes |
| ○ No |
| 64. What was the total number of employees for your agency in FY24? * |
| 126 |
| The value must be a number |
| 65. What was the total number of African American employees at your agency? * |
| 55 |
| The value must be a number |
| 66. What was the total number of African American Senior Public Administrators at your agency? * |
| 5 |
| The value must be a number |

| 67. | What was the total number of African American Public Service Administrators at your agency? * |
|-----|---|
| | 8 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 12 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 1 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 10 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 0 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |

| 76. What was the total num | nber of Native American Public | Service Administrators at your agency? * |
|----------------------------|--------------------------------|--|
|----------------------------|--------------------------------|--|

0

Fiscal Year 2025 Goal Setting *NEW*

97. Total number of additional African American Employees to be recruited in FY25: *

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| | 2 | | |
|---|---------------------------|--|--|
| Ţ | he value must be a number | | |

98. Of those, how many will be Senior Public Administrators? *

The value must be a number

99. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? *

2

| 100. | lotal number of Hispanic Employees to be recruited in FY25: * |
|------|--|
| | 5 |
| | The value must be a number |
| 101. | Of those, how many will be Senior Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 102. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 103. | Total number of Asian American Employees to be recruited in FY25: * |
| | 2 |
| | The value must be a number |
| 104. | Of those, how many will be Senior Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 105. | Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 1 |
| | The value must be a number |
| 106. | Total number of Native American Employees to be recruited in FY25: * |
| | 1 |
| | The value must be a number |
| 107. | Of those, how many will be Senior Public Service Administrators? * |
| | Ĭ |
| 108. | Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 1 |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|---|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| ○ No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses EMPLOYMENT SECURITY

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. Provide the total num | ber of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|--|--|
| 16 | |
| The value must be a numb | er |
| | ber of employees with responsibilities that routinely include selecting job candidates for interview ican, Asian American, Hispanic, and/or Native American. * |
| 7 | |
| The value must be a numb | er |
| 9. Provide the total num who are African Ameri | ber of employees with responsibilities that routinely include selecting job candidates for interview ican. * |
| 3 | |
| The value must be a numb | er er |
| 10. Provide the total num who are Hispanic. * | ber of employees with responsibilities that routinely include selecting job candidates for interview |
| 3 | |
| The value must be a numb | er |
| 11. Provide the total num who are Asian America | ber of employees with responsibilities that routinely include selecting job candidates for interview an. * |
| 1 | |
| The value must be a numb | er |
| 12. Provide the total num who are Native Americ | ber of employees with responsibilities that routinely include selecting job candidates for interview can. * |
| 0 | |
| The value must be a numb | er |
| 13. Provide the total num | ber of employees with responsibilities that routinely include employment outreach and recruitment. * |
| 3 | |
| The value must be a numb | er |

| ŀ. | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | |
|-----|--|--|--|
| | 1 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | |
| | 0 | | |
| | The value must be a number | | |
| ò. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | |
| | 1 | | |
| | The value must be a number | | |
| 17. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | |
| | 0 | | |
| | The value must be a number | | |
| 3. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | |
| | 0 | | |
| | The value must be a number | | |
| | | | |
| | Agency Recruitment and Outreach | | |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | |
| 9. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 125 | | |

| | 14 PM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|----|--|
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 23 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 22 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 4 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | Agency Recruitment and Outreach Structured Interview Panels |
| | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| 5. | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 5. | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 61 The value must be a number How many African American employees in your agency were certified to conduct structured interviews and participated in |

| one | many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least |
|--------------------|--|
| 16 | structured interview panel during fiscal year 2024? * |
| it you | ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 10 | |
| The v | value must be a number |
| | many Asian American employees in your agency were certified to conduct structured interviews and participated in at tone structured interview panel during fiscal year 2024? * |
| If you | ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| The v | value must be a number |
| at le | w many Native American employees in your agency were certified to conduct structured interviews and participated in east one structured interview panel during fiscal year 2024? * |
| | ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The v | value must be a number |
| | w many structured interview panels were convened during fiscal year 2024? * ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| 33 | |
| | value must be a number |
| | Agency Recruitment and Outreach |
| | Agency Recruitment and Outreach |
| The v | Agency Recruitment and Outreach |
| The v | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * |
| O. How (This | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * |
| O. How (This | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| The v The v This | Agency Recruitment and Outreach Internships In many paid interns did your agency hire during fiscal year 2024? * may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) value must be a number |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 2 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 0 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| educational credit? * | |
|---|--|
| 0 | |
| The value must be a number | |
| 11. How many of those interns were African American? * | |
| 0 | |
| The value must be a number | |
| 12. How many of those interns were Hispanic? * | |
| 0 | |
| The value must be a number | |
| 43. How many of those interns were Asian American? * | |
| 0 | |
| The value must be a number | |
| 14. How many of those interns were Native American? * | |
| The value must be a number | |
| Agency Recruitment and Outreach | |
| Higher Education and Marketing Outreach | |
| 45. Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | |
| Yes | |
| ○ No | |
| | |
| Our agency does not track that information. | |
| Our agency does not track that information. No, but our agency would like to request support in building relationships with these colleges and universities. | |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * |
|---|
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| |
| 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities |
| |
| 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| |

| 9. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| ~ | All of the above |
| | None of the above |

| 50. Please select all Public State Universities that you conducted outreach with. * |
|---|
| Chicago State University |
| Eastern Illinois University |
| Governors State University |
| Illinois State University |
| Northeastern Illinois University |
| Northern Illinois University |
| Southern Illinois University Carbondale |
| Southern Illinois University Edwardsville |
| University of Illinois Chicago |
| University of Illinois Springfield |
| University of Illinois Urbana-Champaign |
| Western Illinois University |
| All the above |
| None of the above |
| |

51. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.)

Please provide answers as a semi-colon separated list.

Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members

IL Task Force on Employment & Economic Opportunity for Persons with Disabilities; IL Assoc. of Hispanic State Employees; Hispanic Employment Plan Council; Asian American Employment Plan Council; African American Employment Plan Council; Native American Employment Plan Council; Equip for Equality Disability Rights Consortium; Equip for Equality; Illinois ADA Project; Jewish United Fund; Illinois Language Justice Coalition; IDES Legal Aid Roundtable; IDES Diversity, Equity, Inclusion, & Accessibility Employee Forum; Illinois Disability Access Coordinators Committee; Illinois Language Access Coordinator Committee; The Chicago Lighthouse; Chicago Hearing Society. St. Patrick Veteran Center; Sauk Valley Area Chamber of Commerce; Quad Cities Veteran's Network; Chicago Cook Workforce Partnership; Catholic Charities; HIRE Chicago; Schaumburg Business Association; Misericordia; Coalition of African American Workers; Children's Home and Aid.

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity? * Yes No African American Hispanic Asian American Native American 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A

56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native

| | American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|-----|---|
| | ✓ Hiring/Promotion |
| | Interviews |
| | ✓ Creating Policies |
| | □ N/A |
| | |
| | |
| | Agency Budget and Outreach |
| | Tuition Reimbursement and Budget Allocation |
| 57. | How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| | 1 |
| | The value must be a number |
| | |
| 58. | How many of those employees were African American? * |
| | 0 |
| | The value must be a number |
| 59. | How many of those employees were Hispanic? * |
| | 0 |
| | The value must be a number |
| 60. | How many of those employees were Asian American? * |
| | 0 |
| | The value must be a number |
| 61. | How many of those employees were Native American? * |
| | 0 |
| | The value must be a number |
| | |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | 0 |

PEERS Update for Fiscal Year 2024

| 53. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * | |
|---|--|
| Yes | |
| ○ No | |
| | |
| 54. What was the total number of employees for your agency in FY24? * | |
| 1050 | |
| The value must be a number | |
| 55. What was the total number of African American employees at your agency? * | |
| 300 | |
| The value must be a number | |
| 66. What was the total number of African American Senior Public Administrators at your agency? * | |
| 10 | |
| The value must be a number | |

| 67. W | hat was the total number of African American Public Service Administrators at your agency? * |
|-------|--|
| | 40 |
| Th | e value must be a number |
| 68. W | hat was the total number of Hispanic employees at your agency? * |
| 2 | 219 |
| Th | e value must be a number |
| 69. W | hat was the total number of Hispanic Senior Public Administrators at your agency? * |
| g | |
| The | e value must be a number |
| 70. W | hat was the total number of Hispanic Public Service Administrators at your agency? * |
| 2 | 21 |
| Th | e value must be a number |
| 71. W | hat was the total number of Asian American employees at your agency? * |
| | 46 |
| Th | e value must be a number |
| 72. W | hat was the total number of Asian American Senior Public Administrators at your agency? * |
| 3 | 3 |
| The | e value must be a number |
| 73. W | hat was the total number of Asian American Public Service Administrators at your agency? * |
| 8 | 3 |
| The | e value must be a number |
| 74. W | hat was the total number of Native American employees at your agency? * |
| C | |
| The | e value must be a number |
| 75. W | hat was the total number of Native American Senior Public Administrators at your agency? * |
| | |
| Th | e value must be a number |

0

10

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 90 |
| | The value must be a number |
| 98. | Of those, how many will be Senior Public Administrators? * |
| | 10 |
| | The value must be a number |
| 99. | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |

https://forms.office.com/Pages/DesignPageV2.aspx?subpage=design&token=cf3c9032be234cdf83838138507fe5f9&id=nwgia7qOPEaE9TFxIQ-QB...

| 100. 10 | tal number of Hispanic Employees to be recruited in F125: " |
|---------|---|
| 9 | 0 |
| The | e value must be a number |
| 101. Of | those, how many will be Senior Public Service Administrators? * |
| 1 | 0 |
| The | e value must be a number |
| 102. Of | the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 1 | 0 |
| The | e value must be a number |
| 103. To | tal number of Asian American Employees to be recruited in FY25: * |
| 9 | 0 |
| The | e value must be a number |
| 104. Of | those, how many will be Senior Public Service Administrators? * |
| 1 | 0 |
| The | e value must be a number |
| 105. Of | the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| 1 | 0 |
| The | e value must be a number |
| 106. To | tal number of Native American Employees to be recruited in FY25: * |
| 9 | 0 |
| The | e value must be a number |
| 107. Of | those, how many will be Senior Public Service Administrators? * |
| 1 | 0 |
| 108. Of | the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| 1 | 0 |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|---|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| ○ No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses ENVIRONMENTAL PROTECTION AGENCY

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

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The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * | | | |
|-----|---|--|--|--|
| | 100 | | | |
| | The value must be a number | | | |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * | | | |
| | 100 | | | |
| | The value must be a number | | | |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * | | | |
| | 4 | | | |
| | The value must be a number | | | |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * | | | |
| | 5 | | | |
| | The value must be a number | | | |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * | | | |
| | 9 | | | |
| | The value must be a number | | | |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | | |
| | 5 | | | |
| | The value must be a number | | | |

| 14. | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | | | |
|-----|--|--|--|--|--|
| | 0 | | | | |
| | The value must be a number | | | | |
| 5. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| б. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 7. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 8. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| | | | | | |
| | | | | | |
| | Agency Recruitment and Outreach | | | | |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | | | |
| 9. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | | | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | | |
| | 150 | | | | |
| | The value must be a number | | | | |

| , 12:10 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|---------------------|--|
| 20. How m Americ | any employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African an? * |
| If your a | gency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 4 | |
| The value | e must be a number |
| 21. How m Hispan | any employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were ic? * |
| If your a | gency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 5 | |
| The value | e must be a number |
| 2. How m Americ | any employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian an? * |
| If your a | gency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 9 | |
| The value | e must be a number |
| 3. How m Americ | any employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native an? * |
| If your a | gency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value | e must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| S | tructured Interview Panels |
| | any certified interviewers participated in at least one structured interview panel during fiscal year 2024? * gency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 120 | |
| The value | e must be a number |
| | any African American employees in your agency were certified to conduct structured interviews and participated in one structured interview panel during fiscal year 2024? * |
| If your a | gency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 4 | |

| 24, 1 | 2:10 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-------|---|--|
| 26. | How many Hispanic employees in you one structured interview panel during | r agency were certified to conduct structured interviews and participated in at least fiscal year 2024? * |
| | If your agency does not currently track this inf | formation but will begin to build systems to report in the future, please enter 9999 here. |
| | 5 | |
| | The value must be a number | |
| 27. | . How many Asian American employees least one structured interview panel d | s in your agency were certified to conduct structured interviews and participated in at uring fiscal year 2024? * |
| | If your agency does not currently track this inf | formation but will begin to build systems to report in the future, please enter 9999 here. |
| | 9 | |
| | The value must be a number | |
| 28. | . How many Native American employee at least one structured interview pane | es in your agency were certified to conduct structured interviews and participated in I during fiscal year 2024? * |
| | If your agency does not currently track this inf | formation but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 | |
| | The value must be a number | |
| | | |
| 29. | • | s were convened during fiscal year 2024? * formation but will begin to build systems to report in the future, please enter 9999 here. |
| | in your agency abes not currently track this in | omitation but this begin to baile systems to report in the latency, please effect 3333 here. |
| | 578 | |
| | The value must be a number | |
| | | |
| | | |
| | | |
| | Agency Recruitment an | d Outreach |
| | Internships | |
| 30. | . How many paid interns did your agen | cy hire during fiscal year 2024? * |
| | (This may include CMS Diversity & Inclusion C | ommunity Partner as well as Curry and any other interns) |
| | 14 | |
| | The value must be a number | |
| 31. | . How many of those interns were Africa | an American? * |
| | 2 | |

32. How many of those interns were Hispanic? *

| | 1 |
|-----|---|
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 1 |
| | The value must be a number |
| 4. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) |
| | 14 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | The value must be a number |
| 7. | How many of those interns were Hispanic? * |
| | 1 |
| | The value must be a number |
| 88. | How many of those interns were Asian American? * |
| | 1 |
| | The value must be a number |
| 9. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |

| 40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | | | |
|---|---|--|--|
| 0 | | | |
| The | e value must be a number | | |
| 1. Ho | ow many of those interns were African American? * | | |
| 0 | | | |
| The | e value must be a number | | |
| 2. Hc | ow many of those interns were Hispanic? * | | |
| 0 | | | |
| The | e value must be a number | | |
| 3. Ho | w many of those interns were Asian American? * | | |
| 0 | | | |
| The | value must be a number | | |
| 4. Ho | ow many of those interns were Native American? * | | |
| 0 | | | |
| The | The value must be a number | | |
| | | | |
| | | | |
| | Agency Recruitment and Outreach | | |
| | Higher Education and Marketing Outreach | | |
| | nes your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving stitution of higher learning? * | | |
| С | Yes | | |
| C | No No | | |
| | Our agency does not track that information. | | |
| C | No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| | | | |

| 46. | Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * | | |
|-----|---|--|--|
| | Yes | | |
| | \bigcirc | No | |
| | | Our agency does not track that information. | |
| | \bigcirc | No, but our agency would like to request support in building relationships with these colleges and universities. | |
| | | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * | |
| | \bigcirc | Yes | |
| | 0 | No | |
| | | Our agency does not track that information. | |
| | \bigcirc | No, but our agency would like to request support in building relationships with these colleges and universities | |
| | | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * | |
| | \bigcirc | Yes | |
| | 0 | No | |
| | | Our agency does not track that information. | |
| | \bigcirc | No, but our agency would like to request support in building relationships with these colleges and universities. | |
| | | | |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| ~ | None of the above |

| 50. | . Please select all Public State Universities that you conducted outreach with. * | | |
|-----|---|--|--|
| | | Chicago State University | |
| | | Eastern Illinois University | |
| | | Governors State University | |
| | V | Illinois State University | |
| | | Northeastern Illinois University | |
| | V | Northern Illinois University | |
| | V | Southern Illinois University Carbondale | |
| | V | Southern Illinois University Edwardsville | |
| | V | University of Illinois Chicago | |
| | | University of Illinois Springfield | |
| | V | University of Illinois Urbana-Champaign | |
| | | Western Illinois University | |
| | | All the above | |
| | | None of the above | |
| | hirir Plea Plea | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | |
| | IAI | HSE | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|----|
| African American | 0 | |
| Hispanic | 0 | |
| Asian American | 0 | • |
| Native American | 0 | • |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| | responsible for coordinating recruitment outreach to in 124, in which areas did that person have decision-making | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 6 |
| The value must be a number |
| 58. How many of those employees were African American? * |
| 1 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 1 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | 0 |

PEERS Update for Fiscal Year 2024

| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * |
|---|
| Yes |
| ○ No |
| 64. What was the total number of employees for your agency in FY24? * |
| 752 |
| The value must be a number |
| 65. What was the total number of African American employees at your agency? * |
| 55 |
| The value must be a number |
| 66. What was the total number of African American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |

| 67. What was the total number of African American Public Service Administrators at your agency? * |
|---|
| 2 |
| The value must be a number |
| 68. What was the total number of Hispanic employees at your agency? * |
| 33 |
| The value must be a number |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * |
| 2 |
| The value must be a number |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * |
| 0 |
| The value must be a number |
| 71. What was the total number of Asian American employees at your agency? * |
| 67 |
| The value must be a number |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * |
| 6 |
| The value must be a number |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * |
| 0 |
| The value must be a number |
| 74. What was the total number of Native American employees at your agency? * |
| 0 |
| The value must be a number |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |

| What was the total number of Native American Pt | ublic Service A | dministrators at v | our agency? * |
|---|-----------------|--------------------|---------------|
|---|-----------------|--------------------|---------------|

0

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * | |
|-----|--|--|
| | 1 | |
| | The value must be a number | |
| 98. | Of those, how many will be Senior Public Administrators? * | |
| | 0 | |
| | The value must be a number | |
| 99. | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * | |

The value must be a number

0

| 100. | Total number of Hispanic Employees to be recruited in FY25: * |
|------|---|
| | 0 |
| | The value must be a number |
| 101. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 102. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 103. | Total number of Asian American Employees to be recruited in FY25: * |
| | 1 |
| | The value must be a number |
| 104. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| | Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 106. | Total number of Native American Employees to be recruited in FY25: * |
| | 0 |
| | The value must be a number |
| 107. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| 108. | Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|---|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses FINANCIAL AND PROFESSIONAL REGULATION

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 5 |
| | The value must be a number |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| | are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * |
|-----|--|
| | 5 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| | 5 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| | 5 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| | 5 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| | |
| | The value must be a number |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| 19. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| 1. | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 9. | |
| 9. | 53 |

| , 9:4 | 46 AM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-------------|---|
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| <u>2</u> 4. | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |

25. How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? *

If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here.

9999

| 4, 9: | 16 AM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-------|--|
| 26. | How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| 27. | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| 28. | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| 29. | How many structured interview panels were convened during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Internships |
| 30. | How many paid interns did your agency hire during fiscal year 2024? * |
| | (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| | 5 |
| | The value must be a number |
| 31. | How many of those interns were African American? * |
| | 0 |

| 32. | How many of those interns were Hispanic? * | |
|-----|--|--|
| | 0 | |
| | The value must be a number | |
| 33. | How many of those interns were Asian American? * | |
| | 0 | |
| | The value must be a number | |
| 34. | How many of those interns were Native American? * | |
| | 0 | |
| | The value must be a number | |
| 35. | How many interns did your agency hire during fiscal year 2024? * | |
| | (This may include transitioning into post-summer, full-time PSC's) | |
| | 0 | |
| | The value must be a number | |
| 36. | How many of those interns were African American? * | |
| | 0 | |
| | The value must be a number | |
| 37. | How many of those interns were Hispanic? * | |
| | 0 | |
| | The value must be a number | |
| 38. | How many of those interns were Asian American? * | |
| | 0 | |
| | The value must be a number | |
| 39. | How many of those interns were Native American? * | |
| | 0 | |
| | The value must be a number | |

| 40. | ow many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for ducational credit? * | |
|---|--|--|
| | 0 | |
| | The value must be a number | |
| 41. | How many of those interns were African American? * | |
| | 0 | |
| | The value must be a number | |
| 42. How many of those interns were Hispanic? * | | |
| | 0 | |
| | The value must be a number | |
| 43. | How many of those interns were Asian American? * | |
| | 0 | |
| | The value must be a number | |
| 44. How many of those interns were Native American? * | | |
| | 0 | |
| | The value must be a number | |
| | | |
| | Agency Recruitment and Outreach | |
| | Higher Education and Marketing Outreach | |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | |
| | Yes | |
| | ○ No | |
| | Our agency does not track that information. | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | |
| | | |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|------------|--|
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |

| 49. Please select all Illinois Community Colleges that you conducted outreach with. * | | |
|---|--|--|
| Black Hawk College, Moline | | |
| CCC Richard J. Daley College | | |
| CCC Kennedy-King College | | |
| CCC Malcolm X College | | |
| CCC Olive-Harvey College | | |
| CCC Harry S. Truman College | | |
| CCC Harold Washington College | | |
| CCC Wilbur Wright College | | |
| Danville Area Community College, Danville | | |
| College of DuPage, Glen Ellyn | | |
| East St. Louis Community College Center, East St. Louis | | |
| Elgin Community College, Elgin | | |
| Harper College, Palatine | | |
| Heartland Community College, Normal | | |
| Highland Community College, Freeport | | |
| Illinois Central College, East Peoria | | |
| IL Eastern Community Colleges, Olney | | |
| Frontier Community College, Fairfield | | |
| Lincoln Trail College, Robinson | | |
| Olney Central College, Olney | | |
| Wabash Valley College, Mt. Carmel | | |
| IL Valley Community College, Oglesby | | |
| Joliet Junior College, Joliet | | |
| Kankakee Community College, Kankakee | | |
| Kaskaskia College, Centralia | | |
| Kishwaukee College, Malta | | |
| College of Lake County, Grayslake | | |

| 9/27/24, 9:46 Al | M CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|------------------|--|
| | Lake Land College, Mattoon |
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| | None of the above |

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|----------------|--|
| | ~ | Chicago State University |
| [| | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | ~ | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | | None of the above |
| ŀ | nirir Pleas | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity age efforts (community organizations, non-profits, etc.) See provide answers as a semi-colon separated list. See note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | IAF | ISE SECOND SECON |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | | Yes | No |
|--|---------------------|---|---------------------|
| | African American | 0 | • |
| | Hispanic | 0 | (a) |
| | Asian American | 0 | • |
| | Native American | 0 | |
| 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals American community during fiscal year 2024, in which areas did that person have decision-making authorithat apply) * | | | |
| | Hiring/Promotion | | |
| | Interviews | | |
| | Creating Policies | | |
| | ✓ N/A | | |
| 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all the apply) * ☐ Hirring/Promotion ☐ Interviews ☐ Creating Policies ☑ N/A | | | |
| | | y responsible for coordinating recruitment outreach to ir 2024, in which areas did that person have decision-makir | |
| | ✓ N/A | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 |
| The value must be a number |
| |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | 0 |

PEERS Update for Fiscal Year 2024

| | CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * |
|-----|---|
| | Yes |
| | ○ No |
| 64. | What was the total number of employees for your agency in FY24? * |
| | 464 |
| | The value must be a number |
| 65. | What was the total number of African American employees at your agency? * |
| | 100 |
| | The value must be a number |
| 66. | What was the total number of African American Senior Public Administrators at your agency? * |
| | 9 |
| | The value must be a number |

| 67. | What was the total number of African American Public Service Administrators at your agency? * |
|-----|---|
| | 12 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 53 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 8 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 5 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 22 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 1 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 4 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 2 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 1 |
| | The value must be a number |

0

Fiscal Year 2025 Goal Setting *NEW*

97. Total number of additional African American Employees to be recruited in FY25: *

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 40 | | | |
|----|--|--|--|
| 10 | | | |

The value must be a number

98. Of those, how many will be Senior Public Administrators? *

4

The value must be a number

99. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? *

4

| 100. 10 | otal number of Hispanic Employees to be recruited in FY25: " |
|---------|--|
| | 10 |
| Th | ne value must be a number |
| 101. O | of those, how many will be Senior Public Service Administrators? * |
| | 4 |
| Th | ne value must be a number |
| 102. O | of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 4 |
| Th | ne value must be a number |
| 103. To | otal number of Asian American Employees to be recruited in FY25: * |
| | 10 |
| Th | ne value must be a number |
| 104. O | of those, how many will be Senior Public Service Administrators? * |
| | 4 |
| Th | ne value must be a number |
| 105. O | of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 10 |
| Th | ne value must be a number |
| 106. To | otal number of Native American Employees to be recruited in FY25: * |
| | 10 |
| TH | ne value must be a number |
| 107. O | of those, how many will be Senior Public Service Administrators? * |
| | 4 |
| 108. O | of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 10 |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? | | | |
|---|--|--|--|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 | | | |
| ○ Yes | | | |
| No | | | |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * | | | |
| ■ I Agree | | | |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses GAMING BOARD

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 0 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 4 |
| | The value must be a number |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| | 3 |
|---|---|
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| | 2 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| | 1 |
| 7 | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| | 0 |
| | The value must be a number |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview |
| | panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| | panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have |
| | panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |

| 4, 9: | 9 AM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-------|--|
| 20. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 8 |
| | he value must be a number |
| 21. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were dispanic? * |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 7 |
| | he value must be a number |
| 22. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 3 |
| | he value must be a number |
| 23. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | he value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| 24. | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | he value must be a number |
| 25. | How many African American employees in your agency were certified to conduct structured interviews and participated in It least one structured interview panel during fiscal year 2024? * |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |

https://forms.office.com/Pages/DesignPageV2.aspx?subpage=design&token=cf3c9032be234cdf83838138507fe5f9&id=nwgia7qOPEaE9TFxIQ-QBc...

| 24, 9:2 | AM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey | |
|---------|--|---|
| | ow many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least ne structured interview panel during fiscal year 2024? * | |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | |
| | 9999 | |
| | e value must be a number | |
| | ow many Asian American employees in your agency were certified to conduct structured interviews and participated in a ast one structured interview panel during fiscal year 2024? * | : |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | |
| | 9999 | |
| | e value must be a number | |
| | ow many Native American employees in your agency were certified to conduct structured interviews and participated in least one structured interview panel during fiscal year 2024? * | |
| | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | |
| | 9999 | |
| | e value must be a number | |
| | | |
| | ow many structured interview panels were convened during fiscal year 2024? * | |
| | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | |
| | 9999 | |
| | e value must be a number | |
| | | |
| | | |
| | | |
| | Agency Recruitment and Outreach | |
| | Internships | |
| 30 | ow many paid interns did your agency hire during fiscal year 2024? * | |
| | nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | |
| | 1 | |
| | 1 | |
| | e value must be a number | |
| 31. | ow many of those interns were African American? * | |
| | | |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 1 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 0 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| | educational credit? * |
|-------------|--|
| | 0 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| 4 5. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * |
| | Yes |
| | ○ No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|-----|--|
| | | Yes |
| | 0 | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | 0 | Yes |
| | 0 | No |
| | 0 | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities |
| | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | 0 | Yes |
| | 0 | No |
| | 0 | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |

| 49. Please select all Illinois Community Colleges that you conducted outreach with. * | | | |
|---|---|--|--|
| | Black Hawk College, Moline | | |
| | CCC Richard J. Daley College | | |
| | CCC Kennedy-King College | | |
| | CCC Malcolm X College | | |
| | CCC Olive-Harvey College | | |
| | CCC Harry S. Truman College | | |
| V | CCC Harold Washington College | | |
| | CCC Wilbur Wright College | | |
| | Danville Area Community College, Danville | | |
| | College of DuPage, Glen Ellyn | | |
| | East St. Louis Community College Center, East St. Louis | | |
| | Elgin Community College, Elgin | | |
| | Harper College, Palatine | | |
| | Heartland Community College, Normal | | |
| | Highland Community College, Freeport | | |
| | Illinois Central College, East Peoria | | |
| | IL Eastern Community Colleges, Olney | | |
| | Frontier Community College, Fairfield | | |
| | Lincoln Trail College, Robinson | | |
| | Olney Central College, Olney | | |
| | Wabash Valley College, Mt. Carmel | | |
| | IL Valley Community College, Oglesby | | |
| V | Joliet Junior College, Joliet | | |
| | Kankakee Community College, Kankakee | | |
| | Kaskaskia College, Centralia | | |
| | Kishwaukee College, Malta | | |
| | College of Lake County, Grayslake | | |

| Lake Land College, Mattoon |
|--|
| Lewis & Clark Community College, Godfrey |
| Lincoln Land Community College, Springfield |
| John A. Logan College, Carterville |
| McHenry County College, Crystal Lake |
| Moraine Valley Community College, Palos Hills |
| Morton College, Cicero |
| Oakton Community College, Des Plaines |
| Parkland College, Champaign |
| Prairie State College, Chicago Heights |
| Rend Lake College, Ina |
| Richland Community College, Decatur |
| Rock Valley College, Rockford |
| Carl Sandburg College, Galesburg |
| Sauk Valley Community College, Dixon |
| Shawnee Community College, Ullin |
| South Suburban College, South Holland |
| Southeastern Illinois College, Harrisburg |
| Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| Spoon River College, Canton |
| Triton College, River Grove |
| Waubonsee Community College, Sugar Grove |
| John Wood Community College, Quincy |
| All of the above |
| None of the above |

| 50. | Ple | ase select all Public State Universities that you conducted outreach with. * |
|-----|-------|---|
| | V | Chicago State University |
| | V | Eastern Illinois University |
| | ~ | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | V | Western Illinois University |
| | | All the above |
| | | None of the above |
| 51. | hirir | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) |
| | | se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |

African American Employment Plan Advisory Council; Lake County of Illinois Work Force Center; Will County Work Force Center of Illinois; Members of the Asian American Employment Plan Advisory Council; Bradley University; Illinois Department of Employment Security; National Urban League; College of DuPage/APEX Illinois; Chicagoland Alliance for Disabled Owned Businesses; Illinois Department of Veteran's Affairs; Chicago American Indian Community Collaborative (CAICC); Community Outreach Coordinator, Illinois Senate Staff; CMS DEI Department; ILETSB Mobile Training Units, Executive Institute; Illinois Law Enforcement Alarm System; Alcorn State University; Central State University; Howard University; Tuskegee University

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? * Yes No African American Hispanic Asian American Native American 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews **Creating Policies** N/A 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| |
| Agency Budget and Outreach Tuition Reimbursement and Budget Allocation |
| Tallon Kellibarsement and Badget Anocasion |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 |
| The value must be a number |
| |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | 0 |

PEERS Update for Fiscal Year 2024

| у | MS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal ear 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency mployees, and their position breakdown (SPSA, PSA). * |
|-------|--|
| (| Yes |
| | No No |
| 64. V | What was the total number of employees for your agency in FY24? * |
| | 191 |
| Т | he value must be a number |
| 65. V | Vhat was the total number of African American employees at your agency? * |
| | 22 |
| Т | he value must be a number |
| 66. V | Vhat was the total number of African American Senior Public Administrators at your agency? * |
| | 1 |
| Т | he value must be a number |

| 67. | What was the total number of African American Public Service Administrators at your agency? * |
|-----|---|
| | 5 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 13 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 2 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 5 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 2 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 0 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |

| 76. What was the total num | nber of Native American Public | Service Administrators at your agency? * |
|----------------------------|--------------------------------|--|
|----------------------------|--------------------------------|--|

0

Fiscal Year 2025 Goal Setting *NEW*

97. Total number of additional African American Employees to be recruited in FY25: *

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| -1 |
|----------------------------|
| The value must be a number |

98. Of those, how many will be Senior Public Administrators? *

0

The value must be a number

99. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? *

1

| 100. 1 | otal number of Hispanic Employees to be recruited in FY25: " |
|--------|--|
| | 1 |
| Т | he value must be a number |
| 101. (| Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| T | he value must be a number |
| 102. (| Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 1 |
| Т | he value must be a number |
| 103. T | Total number of Asian American Employees to be recruited in FY25: * |
| | 1 |
| T | he value must be a number |
| 104. (| Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| Т | he value must be a number |
| 105. (| Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 1 |
| T | he value must be a number |
| 106. 7 | Total number of Native American Employees to be recruited in FY25: * |
| | 0 |
| T | he value must be a number |
| 107. (| Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| 108. (| Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|--|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| ○ Yes |
| No No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses GUARDIANSHIP AND ADVOCACY COMMISSION

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 7 |
| - | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 5 |
| - | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 2 |
| - | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 1 |
| - | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| - | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| - | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 0 |
| | The value must be a number |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| The v | |
|-------|--|
| | alue must be a number |
| | ide the total number of employees with responsibilities that routinely include employment outreach and recruitment are African American. * |
| 0 | |
| he v | alue must be a number |
| | ide the total number of employees with responsibilities that routinely include employment outreach and recruitment are Hispanic. * |
| 0 | |
| The v | alue must be a number |
| | ide the total number of employees with responsibilities that routinely include employment outreach and recruitment are Asian American. * |
| 0 | |
| The v | alue must be a number |
| | ide the total number of employees with responsibilities that routinely include employment outreach and recruitment are Native American. * |
| 0 | are induve American. |
| 0 | |
| | alue must be a number |
| | |
| | alue must be a number |
| The v | Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have |
| The v | Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| The v | Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |

| Hispanic?* If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 The value must be a number 2. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American?* If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 0 The value must be a number 3. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American?* If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 0 The value must be a number Agency Recruitment and Outreach Structured Interview Panels | 12: | 16 PM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|---|------|--|
| The value must be a number 1. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 The value must be a number 2. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 0 The value must be a number 3. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 0 The value must be a number Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 9999 | | |
| The value must be a number 1. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3. The value must be a number 2. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 0. The value must be a number 3. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 0. The value must be a number Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 9999 | lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic?* If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 The value must be a number 2. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American?* If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 0 The value must be a number 3. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American?* If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 0 The value must be a number Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | 33 |
| Hispanic?* If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 The value must be a number 2. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 0 The value must be a number 3. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 0 The value must be a number Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | Т | he value must be a number |
| The value must be a number 2. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number 3. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| The value must be a number 2. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American?* If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 0 The value must be a number 3. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American?* If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 0 The value must be a number Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | If | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 2. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number 3. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | 3 |
| American?* If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number 3. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American?* If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | Т | he value must be a number |
| The value must be a number 3. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| The value must be a number 3. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | If | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 3. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 0 The value must be a number Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | 0 |
| American? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O The value must be a number Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | T | he value must be a number |
| The value must be a number Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | If | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| Agency Recruitment and Outreach Structured Interview Panels 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | 0 |
| 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | Т | he value must be a number |
| 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | Agency Pecruitment and Outreach |
| 4. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | Structured interview rainers |
| 9999 | 4. H | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | If | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| The value must be a number | | 9999 |
| | Т | he value must be a number |
| | | |

at least one structured interview panel during fiscal year 2024? *

If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here.

9999

| 4. 12 | ., 12:16 PM CMS FY24 Ei | mployment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-------|---|---|
| • | | e certified to conduct structured interviews and participated in at least |
| | If your agency does not currently track this information but wil | ll begin to build systems to report in the future, please enter 9999 here. |
| | 9999 | |
| | The value must be a number | |
| 27. | 27. How many Asian American employees in your agen least one structured interview panel during fiscal ye | cy were certified to conduct structured interviews and participated in at ear 2024? * |
| | If your agency does not currently track this information but wil | ll begin to build systems to report in the future, please enter 9999 here. |
| | 9999 | |
| | The value must be a number | |
| 28. | 28. How many Native American employees in your age at least one structured interview panel during fiscal | ncy were certified to conduct structured interviews and participated in year 2024? * |
| | If your agency does not currently track this information but wil | ll begin to build systems to report in the future, please enter 9999 here. |
| | 9999 | |
| | The value must be a number | |
| 29. | 29. How many structured interview panels were conver | ned during fiscal year 2024? * |
| | If your agency does not currently track this information but wil | ll begin to build systems to report in the future, please enter 9999 here. |
| | 9999 | |
| | The value must be a number | |
| | | |
| | Agency Recruitment and Outreac | h |
| | Internships | - |
| | · | |
| 30. | 30. How many paid interns did your agency hire during | fiscal year 2024? * |
| | (This may include CMS Diversity & Inclusion Community Partne | er as well as Curry and any other interns) |
| | 1 | |
| | | |

The value must be a number

31. How many of those interns were African American? *

| | low many of those interns were Hispanic? * |
|-------|--|
| | 0 |
| Tł | he value must be a number |
| 33. H | low many of those interns were Asian American? * |
| | 0 |
| Th | he value must be a number |
| 34. H | low many of those interns were Native American? * |
| | 0 |
| Tł | he value must be a number |
| 35. H | low many interns did your agency hire during fiscal year 2024? * |
| (T | his may include transitioning into post-summer, full-time PSC's) |
| | 0 |
| Tł | he value must be a number |
| 36. H | low many of those interns were African American? * |
| | 0 |
| Tł | he value must be a number |
| 37. H | low many of those interns were Hispanic? * |
| | |
| | 0 |
| | 0 he value must be a number |
| Th | |
| 38. H | he value must be a number |
| 38. H | he value must be a number low many of those interns were Asian American? * |
| 38. H | he value must be a number How many of those interns were Asian American? * |
| 38. H | he value must be a number low many of those interns were Asian American? * 0 he value must be a number |
| 38. H | he value must be a number low many of those interns were Asian American? * 0 he value must be a number low many of those interns were Native American? * |

| 40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | |
|--|---|
| | 0 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges $\&$ Universities or Black Serving Institution of higher learning? $*$ |
| | Yes |
| | O No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|------------|--|
| | \bigcirc | Yes |
| | 0 | No |
| | 0 | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities |
| | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| V | None of the above |

| 50. | D. Please select all Public State Universities that you conducted outreach with. * | | |
|-----|--|---|--|
| | | Chicago State University | |
| | | Eastern Illinois University | |
| | | Governors State University | |
| | | Illinois State University | |
| | | Northeastern Illinois University | |
| | | Northern Illinois University | |
| | | Southern Illinois University Carbondale | |
| | | Southern Illinois University Edwardsville | |
| | V | University of Illinois Chicago | |
| | ~ | University of Illinois Springfield | |
| | | University of Illinois Urbana-Champaign | |
| | | Western Illinois University | |
| | | All the above | |
| | | None of the above | |
| 51. | hirir <u>Plea</u> s | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity age efforts (community organizations, non-profits, etc.) See provide answers as a semi-colon separated list. See note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | |
| | | | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | | Yes | No |
|---|---|---|---------------------|
| | African American | | • |
| | Hispanic | 0 | • |
| | Asian American | 0 | |
| | Native American | 0 | |
| 1 | | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makin | |
| | Hispanic community during fiscal year 20 apply) * | responsible for coordinating recruitment outreach to in 124, in which areas did that person have decision-making | |
| 1 | Hiring/Promotion Interviews | | |
| | Creating Policies | | |
| | ✓ N/A | | |
| 1 | | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makin | |
| | Interviews | | |
| | Creating Policies | | |
| | ✓ N/A | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 57. How many employees in your agency received tuition reimbursement in liscal year 2024: |
| 0 |
| The value must be a number |
| 50 Harrison of the control of the American Artifician American 2 * |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 59. How many of those employees were hispanic: |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |
| |

63.

64.

65.

66.

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No | | |
|--|--|----|--|--|
| Registration fees for job fairs in these communities | | | | |
| Budget to adorn job fair booths with engaging give- a- ways | 0 | | | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | | | |
| | | | | |
| PEERS Update for Fiscal | Year 2024 | | | |
| | available as of 12/31/2023. Can your agency provide mo ographic questions for FY24 that gather information on to vn (SPSA, PSA). * | | | |
| Yes | | | | |
| No No | | | | |
| What was the total number of employe | What was the total number of employees for your agency in FY24? * | | | |
| 130 | | | | |
| The value must be a number | | | | |
| What was the total number of African American employees at your agency? * | | | | |
| 33 | | | | |
| The value must be a number | | | | |
| What was the total number of African A | merican Senior Public Administrators at your agency? * | | | |
| 1 | | | | |

| 67. What was the total number of African American Public Service Administrators at your agency? * |
|---|
| 1 |
| The value must be a number |
| 68. What was the total number of Hispanic employees at your agency? * |
| |
| The value must be a number |
| The value must be a number |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * |
| 1 |
| The value must be a number |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * |
| |
| 0 The value must be a number |
| |
| 71. What was the total number of Asian American employees at your agency? * |
| 2 |
| The value must be a number |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * |
| 72. What was the total number of 7 stati 7 theream serior 1 asia 7 tahun state 5 at your agency. |
| |
| The value must be a number |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * |
| 0 |
| The value must be a number |
| |
| 74. What was the total number of Native American employees at your agency? * |
| 0 |
| The value must be a number |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |

76. What was the total number of Native American Public Service Administrators at your agency? *

0

Fiscal Year 2025 Goal Setting *NEW*

The value must be a number

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 2 |
| | The value must be a number |
| | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | |

| 100. | lotal number of Hispanic Employees to be recruited in FY25: * |
|------|--|
| | 2 |
| | The value must be a number |
| 101. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 102. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 103. | Total number of Asian American Employees to be recruited in FY25: * |
| | 2 |
| | The value must be a number |
| 104. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 105. | Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 1 |
| | The value must be a number |
| 106. | Total number of Native American Employees to be recruited in FY25: * |
| | 1 |
| | The value must be a number |
| 107. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| 108. | Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 1 |
| | |

Closing

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses HEALTHCARE FAMILY SERVICES

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities. that routiliery include selecting job candidates for interviews. |
|-----|---|
| | 10 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 4 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 1 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 2 |
| | The value must be a number |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 1 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 10 |
| | The value must be a number |

| Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | |
|--|--|--|
| 4 | | |
| The value must be a number | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | |
| 1 | | |
| The value must be a number | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | |
| 2 | | |
| The value must be a number | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | |
| 1 | | |
| The value must be a number | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | |
| 0 | | |
| The value must be a number | | |
| | | |
| Agency Recruitment and Outreach | | |
| The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | |
| How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | | |
| 132 | | |
| The value must be a number | | |

| 4, 9:3 | 32 AM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|--------|--|
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 10 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 11 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 4 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 132 |
| | The value must be a number |
| | How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 10 |

https://forms.office.com/Pages/DesignPageV2.aspx?subpage=design&token=cf3c9032be234cdf83838138507fe5f9&id=nwgia7qOPEaE9TFxIQ-QBc...

| 9:32 AM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|----------------------------|---|
| | employees in your agency were certified to conduct structured interviews and participated in at least iew panel during fiscal year 2024? * |
| If your agency does not co | urrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 11 | |
| The value must be a numb | per |
| | erican employees in your agency were certified to conduct structured interviews and participated in at nterview panel during fiscal year 2024? * |
| If your agency does not cu | urrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 4 | |
| The value must be a numb | per |
| | nerican employees in your agency were certified to conduct structured interviews and participated in d interview panel during fiscal year 2024? * |
| If your agency does not co | urrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value must be a numb | per |
| | |
| 9. How many structured | l interview panels were convened during fiscal year 2024? * |
| • | urrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 144 | |
| The value must be a numb | per |
| | |
| | |
| | |
| A manay Day | awaitan and Outreach |
| | cruitment and Outreach |
| Internships | |
| 0. How many paid interi | ns did your agency hire during fiscal year 2024? * |
| | versity & Inclusion Community Partner as well as Curry and any other interns) |
| 1 | |
| The value must be a numb | per |
| 1. How many of those ir | nterns were African American? * |
| 0 | |
| | |
| The value must be a numb | JCI |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 1 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 44 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 3 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 2 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |

| 40. | How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | |
|-----|---|--|
| | 0 | |
| | The value must be a number | |
| 41. | How many of those interns were African American? * | |
| | 0 | |
| | The value must be a number | |
| 42. | How many of those interns were Hispanic? * | |
| | 0 | |
| | The value must be a number | |
| 43. | How many of those interns were Asian American? * | |
| | 0 | |
| | The value must be a number | |
| 44. | How many of those interns were Native American? * | |
| | 0 | |
| | The value must be a number | |
| | | |
| | Agency Recruitment and Outreach | |
| | Higher Education and Marketing Outreach | |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges $\&$ Universities or Black Serving Institution of higher learning? $*$ | |
| | Yes | |
| | O No | |
| | Our agency does not track that information. | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | |

| | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * | |
|--|---|--|
| | Yes | |
| 0 | No | |
| 0 | Our agency does not track that information. | |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities. | |
| 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education | | |
| | Yes | |
| 0 | No | |
| \circ | Our agency does not track that information. | |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities | |
| 48. Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * | |
| \circ | Yes | |
| 0 | No | |
| \circ | Our agency does not track that information. | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | |
| | | |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| V | Lincoln Land Community College, Springfield |
| ~ | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| ~ | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| V | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| | None of the above |

| 50. | Please select all Public State Universities that you conducted outreach with. * | | |
|-----|---|--|--|
| | | Chicago State University | |
| | V | Eastern Illinois University | |
| | | Governors State University | |
| | V | Illinois State University | |
| | V | Northeastern Illinois University | |
| | V | Northern Illinois University | |
| | ~ | Southern Illinois University Carbondale | |
| | V | Southern Illinois University Edwardsville | |
| | V | University of Illinois Chicago | |
| | ~ | University of Illinois Springfield | |
| | ~ | University of Illinois Urbana-Champaign | |
| | V | Western Illinois University | |
| | | All the above | |
| | | None of the above | |
| F4 | FAUR | | |
| 51. | hirir | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) | |
| | | se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | |
| | | | |
| | His | panic Women of Springfield; Summit of Hope Events Statewide; Filipino Event; Beardstown High School and Community Hispanic Events; IL Asian | |

American State Employment Events; 2nd Latino of Small Hispanic Entrepreneurs; IAHSE 35th Annual Conference.

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|--|----|
| African American | 0 | • |
| Hispanic | 0 | • |
| Asian American | 0 | • |
| Native American | 0 | |
| | responsible for coordinating recruitment outreach to in 2024, in which areas did that person have decision-makir | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-making | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to in 2024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 6 |
| The value must be a number |
| |
| 58. How many of those employees were African American? * |
| 1 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 1 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey 62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget** to adorn job fair

Overtime for employees to conduct outreach outside of normal business hours in these communities

booths with engaging givea- ways

PEERS Update for Fiscal Year 2024

| 63. | CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal |
|-----|---|
| | year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency |
| | employees, and their position breakdown (SPSA, PSA). * |

Yes

No

64. What was the total number of employees for your agency in FY24? *

1977

The value must be a number

65. What was the total number of African American employees at your agency? *

348

The value must be a number

66. What was the total number of African American Senior Public Administrators at your agency? *

16

| 67. What was the total number of African American Public Service Administrators at your agency? * | | |
|---|---|--|
| | 19 | |
| | The value must be a number | |
| 68. | What was the total number of Hispanic employees at your agency? * | |
| | 161 | |
| | The value must be a number | |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * | |
| | 7 | |
| | The value must be a number | |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * | |
| | 4 | |
| | The value must be a number | |
| 71. | What was the total number of Asian American employees at your agency? * | |
| | 69 | |
| | The value must be a number | |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * | |
| | 6 | |
| | The value must be a number | |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * | |
| | 12 | |
| | The value must be a number | |
| 74. | What was the total number of Native American employees at your agency? * | |
| | 4 | |
| | The value must be a number | |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * | |
| | 0 | |
| | The value must be a number | |

| 76. What was the total num | nber of Native American Public | Service Administrators at your agency? * |
|----------------------------|--------------------------------|--|
|----------------------------|--------------------------------|--|

0

Fiscal Year 2025 Goal Setting *NEW*

97. Total number of additional African American Employees to be recruited in FY25: *

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 40 | | | |
|----|--|--|--|
| | | | |

The value must be a number

98. Of those, how many will be Senior Public Administrators? *

2

The value must be a number

99. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? *

2

| 100. | Total number of Hispanic Employees to be recruited in F125: " |
|------|--|
| | 16 |
| | The value must be a number |
| 101. | Of those, how many will be Senior Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 102. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 103. | Total number of Asian American Employees to be recruited in FY25: * |
| | 8 |
| | The value must be a number |
| 104. | Of those, how many will be Senior Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 105. | Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 106. | Total number of Native American Employees to be recruited in FY25: * |
| | 1 |
| | The value must be a number |
| 107. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| 108. | Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| | 0 |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|--|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| ○ Yes |
| No No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses HOUSING DEVELOPMENT AUTHORITY

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 7. Provide the total number of employees with responsibilities. that routinely include selecting job candidates for interview. | | |
|--|---|--|
| | 2 | |
| | The value must be a number | |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * | |
| | 2 | |
| | The value must be a number | |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * | |
| | 2 | |
| | The value must be a number | |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * | |
| | 2 | |
| | The value must be a number | |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * | |
| | 2 | |
| | The value must be a number | |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * | |
| | 2 | |
| | The value must be a number | |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | |
| | 2 | |
| | The value must be a number | |
| | | |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| re African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | |
|---|--|--|
| 2 | | |
| The value must be a number | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | |
| 2 | | |
| The value must be a number | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | |
| 2 | | |
| The value must be a number | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | |
| 2 | | |
| The value must be a number | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | |
| 2 | | |
| The value must be a number | | |
| | | |
| | | |
| Agency Recruitment and Outreach | | |
| Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | |
| The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | | |
| The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | |

| ٥.٠ | 49 AM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-----|---|
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| | Agency Recruitment and Outreach Structured Interview Panels |
| | |
| | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |

25. How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? *

If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here.

9999

The value must be a number

The value must be a number

| 4, 9:4 | 19 AM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|--------|--|
| | How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| 27. | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| 28. | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | |
| 29. | How many structured interview panels were convened during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Internships |
| 30. | How many paid interns did your agency hire during fiscal year 2024? * |
| | (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| | 9 |
| | The value must be a number |
| | |
| 31. | How many of those interns were African American? * |
| | |

| 32. F | How many of those interns were Hispanic? * |
|-------|---|
| | 3 |
| T | he value must be a number |
| 33. F | How many of those interns were Asian American? * |
| | 2 |
| Т | he value must be a number |
| 34. ŀ | How many of those interns were Native American? * |
| | 0 |
| T | he value must be a number |
| 35. F | How many interns did your agency hire during fiscal year 2024? * |
| (| This may include transitioning into post-summer, full-time PSC's) |
| | 9 |
| T | The value must be a number |
| 36. H | How many of those interns were African American? * |
| | 1 |
| Т | he value must be a number |
| 37. F | How many of those interns were Hispanic? * |
| | 3 |
| T | The value must be a number |
| 38. F | How many of those interns were Asian American? * |
| | 2 |
| T | he value must be a number |
| 39. F | How many of those interns were Native American? * |
| | 0 |
| Т | he value must be a number |
| | |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| | educational credit? * | | |
|---|--|--|--|
| | 0 | | |
| The value must be a number | | | |
| 41. | How many of those interns were African American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 42. | How many of those interns were Hispanic? * | | |
| | 0 | | |
| | The value must be a number | | |
| 43. | How many of those interns were Asian American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 44. How many of those interns were Native American? * | | | |
| | 0 | | |
| | The value must be a number | | |
| | | | |
| | | | |
| | Agency Recruitment and Outreach | | |
| | Higher Education and Marketing Outreach | | |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | | |
| | Yes | | |
| | ○ No | | |
| | Our agency does not track that information. | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| | | | |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * | |
|--|--|
| Yes | |
| ○ No | |
| Our agency does not track that information. | |
| No, but our agency would like to request support in building relationships with these colleges and universities. | |
| 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? | |
| Yes | |
| ○ No | |
| Our agency does not track that information. | |
| No, but our agency would like to request support in building relationships with these colleges and universities | |
| 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * | |
| Yes | |
| ○ No | |
| Our agency does not track that information. | |
| No, but our agency would like to request support in building relationships with these colleges and universities. | |

| 49. Please select all Illinois Community Colleges that you conducted outreach with. * | | |
|---|--|--|
| Black Hawk College, Moline | | |
| CCC Richard J. Daley College | | |
| CCC Kennedy-King College | | |
| CCC Malcolm X College | | |
| CCC Olive-Harvey College | | |
| CCC Harry S. Truman College | | |
| CCC Harold Washington College | | |
| CCC Wilbur Wright College | | |
| Danville Area Community College, Danville | | |
| College of DuPage, Glen Ellyn | | |
| East St. Louis Community College Center, East St. Louis | | |
| Elgin Community College, Elgin | | |
| Harper College, Palatine | | |
| Heartland Community College, Normal | | |
| Highland Community College, Freeport | | |
| Illinois Central College, East Peoria | | |
| IL Eastern Community Colleges, Olney | | |
| Frontier Community College, Fairfield | | |
| Lincoln Trail College, Robinson | | |
| Olney Central College, Olney | | |
| Wabash Valley College, Mt. Carmel | | |
| IL Valley Community College, Oglesby | | |
| Joliet Junior College, Joliet | | |
| Kankakee Community College, Kankakee | | |
| Kaskaskia College, Centralia | | |
| Kishwaukee College, Malta | | |
| College of Lake County, Grayslake | | |

| 50. | U. Please select all Public State Universities that you conducted outreach with. * | | |
|-----|--|--|--|
| | ~ | Chicago State University | |
| | V | Eastern Illinois University | |
| | ~ | Governors State University | |
| | V | Illinois State University | |
| | V | Northeastern Illinois University | |
| | | Northern Illinois University | |
| | V | Southern Illinois University Carbondale | |
| | | Southern Illinois University Edwardsville | |
| | ~ | University of Illinois Chicago | |
| | | University of Illinois Springfield | |
| | | University of Illinois Urbana-Champaign | |
| | V | Western Illinois University | |
| | | All the above | |
| | | None of the above | |
| | | | |
| | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity g efforts (community organizations, non-profits, etc.) | |
| | Pleas | se provide answers as a semi-colon separated list. | |
| | | e note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | |
| | The | Catalyst Career Group | |
| | | | |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

Yes No African American Hispanic Asian American Native American 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach Tuition Reimbursement and Budget Allocation |
| |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 10 |
| The value must be a number |
| 58. How many of those employees were African American? * |
| 1 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 3 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 2 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | • |

PEERS Update for Fiscal Year 2024

| 63. | . CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal |
|-----|---|
| | year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency |
| | employees, and their position breakdown (SPSA, PSA). * |

Yes

(No

H e f 120 1 1 1 ...

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 84. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 0 |
| | The value must be a number |
| 85. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 87. | Total number of Hispanic Employees to be recruited in FY25: * |
| | 2 |
| | The value must be a number |
| 88. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 89. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 90. | Total number of Asian American Employees to be recruited in FY25: * |
| | 0 |
| | The value must be a number |
| 91. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |

| 92. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrator * | rs? |
|--|------|
| 0 | |
| The value must be a number | |
| 3. Total number of Native American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 4. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| 5. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrate * | ors? |
| 0 | |
| | |
| Closing | |
| 6. Is your agency listed in the State Services Assurance Act? | |
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 | |
| Yes | |
| ○ No | |
| 7. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * | |
| ■ I Agree | |
| | |
| | |
| | |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses HUMAN RIGHTS

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 1. | Provide the total number of employees with responsibilities, that routinely include selecting job candidates for interviews. |
|-----|---|
| | 4 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 2 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 1 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 1 |
| | The value must be a number |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 4 |
| | The value must be a number |
| | |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * |
|--|
| 3 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| 0 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| 3 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| 0 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| 0 |
| The value must be a number |
| |
| |
| Agency Recruitment and Outreach |
| The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| |
| If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| |

| | erican? * |
|-------|---|
| туо | ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 10 | |
| The | value must be a number |
| | many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were panic? * |
| If yo | ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 6 | |
| The | value must be a number |
| | many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian erican? * |
| If yo | ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The | value must be a number |
| | |
| | many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native erican? * |
| If yo | ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The | value must be a number |
| | |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| | |
| Hov | many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| If yo | ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 15 | |
| The | value must be a number |
| | |
| | w many African American employees in your agency were certified to conduct structured interviews and participated in east one structured interview panel during fiscal year 2024? * |
| | ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| 3 | |
| The | value must be a number |

| пус | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|---------|--|
| 7 | |
| The | value must be a number |
| | |
| | w many Asian American employees in your agency were certified to conduct structured interviews and participated in at st one structured interview panel during fiscal year 2024? * |
| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The | value must be a number |
| | w many Native American employees in your agency were certified to conduct structured interviews and participated in east one structured interview panel during fiscal year 2024? * |
| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The | value must be a number |
| | |
| | |
| Нο | w many structured interview namels were convened during fiscal year 20242 * |
| | w many structured interview panels were convened during fiscal year 2024? * |
| | w many structured interview panels were convened during fiscal year 2024? * our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| If you | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If you | |
| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If you | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If you | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If you | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If yo | value must be a number |
| If yo | Agency Recruitment and Outreach |
| If you | value must be a number Agency Recruitment and Outreach Internships |
| If you | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * |
| If you | value must be a number Agency Recruitment and Outreach Internships |
| If you | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * |
| Ho (Thi | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * |
| Ho (Thi | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * s may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| Ho (Thi | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * s may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| Ho (Thi | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * s may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |

| | low many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for ducational credit? * |
|--------|--|
| | 0 |
| Ī | he value must be a number |
| 1. 1 | low many of those interns were African American? * |
| | 0 |
| 1 | he value must be a number |
| 2. 1 | How many of those interns were Hispanic? * |
| | 0 |
| Ţ | he value must be a number |
| 3. I | low many of those interns were Asian American? * |
| | 0 |
| T | he value must be a number |
| | |
| l. I | How many of those interns were Native American? * |
| | |
| | 0 |
| | 0 he value must be a number |
| [T | O he value must be a number Agency Recruitment and Outreach |
| [T | Agency Recruitment and Outreach Higher Education and Marketing Outreach Ooes your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving |
| [T | Agency Recruitment and Outreach Higher Education and Marketing Outreach Ooes your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? |
| [T | Agency Recruitment and Outreach Higher Education and Marketing Outreach Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving institution of higher learning? * |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * |
|--|
| Yes |
| ■ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| Yes |
| ■ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| Yes |
| No No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |

| 9. Please select all Illinois Community Colleges that you conducted outreach with. * | | | | |
|--|---|--|--|--|
| | Black Hawk College, Moline | | | |
| | CCC Richard J. Daley College | | | |
| | CCC Kennedy-King College | | | |
| | CCC Malcolm X College | | | |
| | CCC Olive-Harvey College | | | |
| | CCC Harry S. Truman College | | | |
| | CCC Harold Washington College | | | |
| | CCC Wilbur Wright College | | | |
| | Danville Area Community College, Danville | | | |
| | College of DuPage, Glen Ellyn | | | |
| | East St. Louis Community College Center, East St. Louis | | | |
| | Elgin Community College, Elgin | | | |
| | Harper College, Palatine | | | |
| | Heartland Community College, Normal | | | |
| | Highland Community College, Freeport | | | |
| | Illinois Central College, East Peoria | | | |
| | IL Eastern Community Colleges, Olney | | | |
| | Frontier Community College, Fairfield | | | |
| | Lincoln Trail College, Robinson | | | |
| | Olney Central College, Olney | | | |
| | Wabash Valley College, Mt. Carmel | | | |
| | IL Valley Community College, Oglesby | | | |
| | Joliet Junior College, Joliet | | | |
| | Kankakee Community College, Kankakee | | | |
| | Kaskaskia College, Centralia | | | |
| | Kishwaukee College, Malta | | | |
| | College of Lake County, Grayslake | | | |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| ~ | None of the above |

| 50. | Ple | ase select all Public State Universities that you conducted outreach with. * |
|-----|------|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | V | University of Illinois Chicago |
| | ~ | University of Illinois Springfield |
| | ~ | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | | None of the above |
| 51. | For | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity |
| | hiri | ng efforts (community organizations, non-profits, etc.) |
| | | se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | | e agency liaises with The Employment Plan Councils of the state (Latino, Afro American, Asian America, and Native American) in collaboration towards the aployment of employees in the various ethnic groups. The agency is only underutilize in Asian Americans. |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|----|
| African American | 0 | • |
| Hispanic | 0 | • |
| Asian American | 0 | • |
| Native American | 0 | • |
| | y responsible for coordinating recruitment outreach to in 2024, in which areas did that person have decision-makin | |
| | y responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-making | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | y responsible for coordinating recruitment outreach to ir 2024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |

| 56. | . If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|-----|--|
| | Hiring/Promotion |
| | Interviews |
| | Creating Policies |
| | ✓ N/A |
| | |
| | |
| | Agency Budget and Outreach |
| | Tuition Reimbursement and Budget Allocation |
| 57. | . How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| | 0 |
| | The value must be a number |
| 58. | . How many of those employees were African American? * |
| | 0 |
| | The value must be a number |
| 59. | . How many of those employees were Hispanic? * |
| | 0 |
| | The value must be a number |
| 60. | . How many of those employees were Asian American? * |
| | 0 |
| | The value must be a number |
| 61 | . How many of those employees were Native American? * |
| | |
| | 0 |

4

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget to** adorn job fair booths with engaging givea- ways Overtime for employees to conduct outreach outside of normal business hours in these communities **PEERS Update for Fiscal Year 2024** 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * Yes No 64. What was the total number of employees for your agency in FY24? * 127 The value must be a number 65. What was the total number of African American employees at your agency? * 40 The value must be a number 66. What was the total number of African American Senior Public Administrators at your agency? *

| 67. What was the total number of African American Public Service Administrators at your agency? * |
|---|
| 9 |
| The value must be a number |
| 68. What was the total number of Hispanic employees at your agency? * |
| 40 |
| The value must be a number |
| |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * |
| 3 |
| The value must be a number |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * |
| 70. What was the total hamber of hispanic rabine Service Authinistrators at your agency: |
| 4 |
| The value must be a number |
| 71. What was the total number of Asian American employees at your agency? * |
| 5 |
| The value must be a number |
| 72 What was the total according of Asian Associate Conica Dublic Administrators at ways and 2 * |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * |
| 0 |
| The value must be a number |
| |
| 74. What was the total number of Native American employees at your agency? * |
| 0 |
| The value must be a number |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

The value must be a number

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 0 |
| | The value must be a number |
| | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |

| 100. 1 | lotal number of Hispanic Employees to be recruited in FY25: " |
|--------|--|
| | 0 |
| Т | The value must be a number |
| 101. (| Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| Т | The value must be a number |
| 102. (| Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| 1 | The value must be a number |
| 103. 7 | Total number of Asian American Employees to be recruited in FY25: * |
| | 2 |
| Т | The value must be a number |
| 104. (| Of those, how many will be Senior Public Service Administrators? * |
| | 1 |
| T | The value must be a number |
| 105. (| Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 1 |
| Т | The value must be a number |
| 106. 7 | Total number of Native American Employees to be recruited in FY25: * |
| | 0 |
| T | The value must be a number |
| 107. (| Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| 108. (| Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| | |

Closing

| 109. | 09. Is your agency listed in the State Services Assurance Act? | | |
|------|--|--|--|
| | Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 | | |
| | Yes | | |
| | No No | | |
| 110. | By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * | | |
| | ■ I Agree | | |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses HUMAN RIGHTS COMMISSION

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. P | 7. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * | | | |
|-------|--|--|--|--|
| | 4 | | | |
| Tł | ne value must be a number | | | |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview tho are African American, Asian American, Hispanic, and/or Native American. * | | | |
| | 2 | | | |
| Tł | ne value must be a number | | | |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview tho are African American. * | | | |
| | 1 | | | |
| Tł | ne value must be a number | | | |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview tho are Hispanic. * | | | |
| | 1 | | | |
| Tł | ne value must be a number | | | |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview rho are Asian American. * | | | |
| | 0 | | | |
| Tł | ne value must be a number | | | |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview tho are Native American. * | | | |
| | 0 | | | |
| Tł | ne value must be a number | | | |
| 13. P | rovide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | | |
| | 4 | | | |
| Th | ne value must be a number | | | |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| | are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | | |
|----|--|--|--|--|
| | 2 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | | |
| | 1 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | | |
| | 1 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| | | | | |
| | Agency Recruitment and Outreach | | | |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | | |
| 9. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | |
| | | | | |
| | 10 | | | |

| ow many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African |
|---|
| merican? * |
| your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 3 |
| ne value must be a number |
| ow many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were ispanic? * |
| your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 2 |
| ne value must be a number |
| ow many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian merican? * |
| your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 2 |
| e value must be a number |
| |
| ow many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native merican? * |
| |
| your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| |
| your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Dee value must be a number |
| Agency Recruitment and Outreach |
| Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| Agency Recruitment and Outreach Structured Interview Panels |
| Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| Agency Recruitment and Outreach Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| |

26. How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least

| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|---------|---|
| | 1 |
| Τ | he value must be a number |
| | low many Asian American employees in your agency were certified to conduct structured interviews and participated in at east one structured interview panel during fiscal year 2024? * |
| 11 | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 2 |
| T | he value must be a number |
| | low many Native American employees in your agency were certified to conduct structured interviews and participated in t least one structured interview panel during fiscal year 2024? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| Т | he value must be a number |
| [] | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 4 |
| - 1 | he value must be a number |
| • | Agency Recruitment and Outreach Internships |
| F | Agency Recruitment and Outreach |
| F | Agency Recruitment and Outreach Internships low many paid interns did your agency hire during fiscal year 2024? * |
| F (| Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| F (*) | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| . F (*) | Agency Recruitment and Outreach Internships Iow many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) Ohe value must be a number |

| 32. | How many of those interns were Hispanic? * |
|-----|---|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) |
| | 0 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |

| 40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | |
|---|--|
| 3 | |
| The value must be a number | |
| 41. How many of those interns were African American? * | |
| 1 | |
| The value must be a number | |
| 42. How many of those interns were Hispanic? * | |
| 0 | |
| The value must be a number | |
| 43. How many of those interns were Asian American? * | |
| 1 | |
| The value must be a number | |
| 44. How many of those interns were Native American? * | |
| 0 | |
| The value must be a number | |
| | |
| Agency Recruitment and Outreach | |
| Higher Education and Marketing Outreach | |
| 45. Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | |
| Yes | |
| ○ No | |
| Our agency does not track that information. | |
| No, but our agency would like to request support in building relationships with these colleges and universities. | |
| | |

| 46. | 6. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * | | | |
|-----|--|--|--|--|
| | \bigcirc | Yes | | |
| | 0 | No | | |
| | \bigcirc | Our agency does not track that information. | | |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * | | |
| | \bigcirc | Yes | | |
| | 0 | No | | |
| | \bigcirc | Our agency does not track that information. | | |
| | | No, but our agency would like to request support in building relationships with these colleges and universities | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * | | |
| | \bigcirc | Yes | | |
| | \bigcirc | No | | |
| | 0 | Our agency does not track that information. | | |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| | | | | |

| 49. Please select all Illinois Community Colleges that you conducted outreach with. * | | | |
|---|--|--|--|
| Black Hawk College, Moline | | | |
| CCC Richard J. Daley College | | | |
| CCC Kennedy-King College | | | |
| CCC Malcolm X College | | | |
| CCC Olive-Harvey College | | | |
| CCC Harry S. Truman College | | | |
| CCC Harold Washington College | | | |
| CCC Wilbur Wright College | | | |
| Danville Area Community College, Danville | | | |
| College of DuPage, Glen Ellyn | | | |
| East St. Louis Community College Center, East St. Louis | | | |
| Elgin Community College, Elgin | | | |
| Harper College, Palatine | | | |
| Heartland Community College, Normal | | | |
| Highland Community College, Freeport | | | |
| Illinois Central College, East Peoria | | | |
| IL Eastern Community Colleges, Olney | | | |
| Frontier Community College, Fairfield | | | |
| Lincoln Trail College, Robinson | | | |
| Olney Central College, Olney | | | |
| Wabash Valley College, Mt. Carmel | | | |
| IL Valley Community College, Oglesby | | | |
| Joliet Junior College, Joliet | | | |
| Kankakee Community College, Kankakee | | | |
| Kaskaskia College, Centralia | | | |
| Kishwaukee College, Malta | | | |
| ✓ College of Lake County, Grayslake | | | |

South Suburban College, South Holland

Southeastern Illinois College, Harrisburg

Waubonsee Community College, Sugar Grove

John Wood Community College, Quincy

Spoon River College, Canton

Triton College, River Grove

Southwestern Illinois College, Belleville (formerly Belleville Area College)

All of the above

None of the above

13/25

| 50. |). Please select all Public State Universities that you conducted outreach with. * | | | |
|-----|--|---|--|--|
| | | Chicago State University | | |
| | | Eastern Illinois University | | |
| | V | Governors State University | | |
| | | Illinois State University | | |
| | | Northeastern Illinois University | | |
| | | Northern Illinois University | | |
| | | Southern Illinois University Carbondale | | |
| | | Southern Illinois University Edwardsville | | |
| | V | University of Illinois Chicago | | |
| | V | University of Illinois Springfield | | |
| | | University of Illinois Urbana-Champaign | | |
| | | Western Illinois University | | |
| | | All the above | | |
| | | None of the above | | |
| | | | | |

51. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.)

Please provide answers as a semi-colon separated list.

Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members

The South Asian Bar Association; The Black Women Lawyers Association; The Cook County Bar Association; The Muslim Bar Association; The Decalogue Society; The Hispanic Lawyers Association of Illinois; The Asian American Bar Association; The LAGBAC (Chicago's LGBTQ+ Bar Association); Florida A&M University College of Law; Howard University School of Law; North Carolina Central University School of Law; Southern University Law Center; Thurgood Marshall School of Law at Texas Southern University; The University of the District of Columbia David A. Clarke School of Law; Hispanic Lawyers of Illinois; MALDEF; Equip for Equality; Equality Illinois; ADL Midwest; The Chicago Committee; Illinois State Bar Association

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | | Yes | No | | | |
|------------|---|-----|---------------------|--|--|--|
| | African American | 0 | • | | | |
| | Hispanic | 0 | | | | |
| | Asian American | 0 | • | | | |
| | Native American | 0 | • | | | |
| | 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A | | | | | |
| | 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * | | | | | |
| Interviews | | | | | | |
| | | | | | | |
| | ✓ N/A | | | | | |
| | 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * | | | | | |
| | Hiring/Promotion | | | | | |
| | Interviews | | | | | |
| | Creating Policies | | | | | |
| | ✓ N/A | | | | | |

| American community during fiscal year 2 | y responsible for coordinating recruitment outreach to individuals from the Native 2024, in which areas did that person have decision-making authority? (Check all |
|---|---|
| that apply) * | |
| Hiring/Promotion | |
| Interviews | |
| Creating Policies | |
| ✓ N/A | |
| | |
| | |
| Agency Budget and Outro | each |
| Tuition Reimbursement and Budget Allo | cation |
| 57. How many employees in your agency re- | ceived tuition reimbursement in fiscal year 2024? * |
| 0 | |
| | |
| The value must be a number | |
| 58. How many of those employees were Afri | ican American? * |
| 0 | |
| The value must be a number | |
| 59. How many of those employees were His | panic? * |
| 0 | |
| The value must be a number | |
| 60. How many of those employees were Asia | an American? * |
| 0 | |
| The value must be a number | |
| 61. How many of those employees were Nat | tive American? * |
| 0 | |
| The value must be a number | |
| The value must be a number | |
| | |

0

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No | | |
|--|----------------------------|---------------|--|--|
| Registration fees for job fairs in these communities | • | 0 | | |
| Budget to adorn job fair booths with engaging give- a- ways | 0 | | | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | | | |
| PEERS Update for Fiscal Year 2024 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * | | | | |
| Yes | | | | |
| O No | | | | |
| 64. What was the total number of e | employees for your agend | cy in FY24? * | | |
| 19 | | | | |
| The value must be a number | | | | |
| 65. What was the total number of African American employees at your agency? * | | | | |
| 5 | 5' | | | |
| The value must be a number | The value must be a number | | | |
| 66. What was the total number of African American Senior Public Administrators at your agency? * | | | | |

https://forms.office.com/Pages/DesignPageV2.aspx?subpage=design&token=cf3c9032be234cdf83838138507fe5f9&id=nwgia7qOPEaE9TFxIQ-QB...

| 67. What was the total number of African American Public Service Administrators at your agency? * |
|---|
| 0 |
| The value must be a number |
| 68. What was the total number of Hispanic employees at your agency? * |
| 5 |
| The value must be a number |
| |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * |
| 1 |
| The value must be a number |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * |
| |
| |
| The value must be a number |
| 71. What was the total number of Asian American employees at your agency? * |
| 2 |
| The value must be a number |
| 72 What was the total country of Asian Associate Conice Dublic Administrators at very super 2.* |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * |
| 1 |
| The value must be a number |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * |
| 0 |
| The value must be a number |
| |
| 74. What was the total number of Native American employees at your agency? * |
| 0 |
| The value must be a number |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |

76. What was the total number of Native American Public Service Administrators at your agency? *

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| The value must be a numb | er |
|--|--|
| Of those, how many v | vill be Senior Public Administrators? * |
| 0 | |
| The value must be a numb | er |
| | of African American employees to be recruited in FY25, how many will be Public Service |
| Of the total number of Administrators? * | |

| 100. 10 | otal number of Hispanic Employees to be recruited in FY25: " |
|---------|---|
| | 1 |
| Th | ne value must be a number |
| 101. O | f those, how many will be Senior Public Service Administrators? * |
| 0 | 0 |
| Th | e value must be a number |
| 102. O | f the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 0 | 0 |
| Th | e value must be a number |
| 103. To | otal number of Asian American Employees to be recruited in FY25: * |
| | 1 |
| Th | ne value must be a number |
| 104. O | f those, how many will be Senior Public Service Administrators? * |
| | 0 |
| Th | ne value must be a number |
| 105. O | f the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| Th | ne value must be a number |
| 106. To | otal number of Native American Employees to be recruited in FY25: * |
| | 1 |
| Th | ne value must be a number |
| 107. O | f those, how many will be Senior Public Service Administrators? * |
| 1 | 0 |
| 108. O | f the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| | |

Closing

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses HUMAN SERVICES

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * | | |
|-----|---|--|--|
| | 80 | | |
| | The value must be a number | | |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * | | |
| | 21 | | |
| | The value must be a number | | |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * | | |
| | 9 | | |
| | The value must be a number | | |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * | | |
| | 11 | | |
| | The value must be a number | | |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * | | |
| | 1 | | |
| | The value must be a number | | |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * | | |
| | 0 | | |
| | The value must be a number | | |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | |
| | 7 | | |
| | The value must be a number | | |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| The va | alue must be a number |
|--------|--|
| | de the total number of employees with responsibilities that routinely include employment outreach and recruitment are African American. * |
| 1 | |
| The va | alue must be a number |
| | de the total number of employees with responsibilities that routinely include employment outreach and recruitment are Hispanic. * |
| 5 | |
| The va | alue must be a number |
| | de the total number of employees with responsibilities that routinely include employment outreach and recruitment are Asian American. * |
| 1 | |
| The va | alue must be a number |
| | de the total number of employees with responsibilities that routinely include employment outreach and recruitment are Native American. * |
| U | |
| ine va | slue must be a number |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| | |
| | many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * ragency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |

| 12. | 235 PM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-------|---|
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| I | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| 7 | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| I | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| 7 | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| I | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| ٦ | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| I | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| ٦ | The value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| 24. I | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 210 |
| l | |

25. How many African American employees in your agency were certified to conduct structured interviews and participated in

If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here.

9999

The value must be a number

at least one structured interview panel during fiscal year 2024? *

8

The value must be a number

| 12:35 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|--|---|
| | mployees in your agency were certified to conduct structured interviews and participated in at least ew panel during fiscal year 2024? * |
| If your agency does not cu | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 9999 | |
| The value must be a numb | er |
| - | rican employees in your agency were certified to conduct structured interviews and participated in at sterview panel during fiscal year 2024? * |
| If your agency does not cu | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 9999 | |
| The value must be a numb | er |
| 3. How many Native Am | erican employees in your agency were certified to conduct structured interviews and participated in |
| | l interview panel during fiscal year 2024? * |
| at least one structured | I interview panel during fiscal year 2024? * rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| at least one structured | |
| at least one structured | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| at least one structured If your agency does not cu | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| at least one structured If your agency does not cu 9999 The value must be a numb | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| at least one structured If your agency does not cu 9999 The value must be a numb How many structured | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| at least one structured If your agency does not cu 9999 The value must be a numb 9. How many structured | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er interview panels were convened during fiscal year 2024? * |
| at least one structured If your agency does not cu 9999 The value must be a numb 9. How many structured If your agency does not cu | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er interview panels were convened during fiscal year 2024? * rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| at least one structured If your agency does not cu 9999 The value must be a numb 9. How many structured If your agency does not cu 9999 | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er interview panels were convened during fiscal year 2024? * rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| at least one structured If your agency does not cu 9999 The value must be a numb 9. How many structured If your agency does not cu 9999 | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er interview panels were convened during fiscal year 2024? * rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| at least one structured If your agency does not cu 9999 The value must be a numb 9. How many structured If your agency does not cu 9999 The value must be a numb | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er interview panels were convened during fiscal year 2024? * rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er |
| at least one structured If your agency does not cu 9999 The value must be a numb 9. How many structured If your agency does not cu 9999 The value must be a numb | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er interview panels were convened during fiscal year 2024? * rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| at least one structured If your agency does not cu 9999 The value must be a numb 9. How many structured If your agency does not cu 9999 The value must be a numb | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er interview panels were convened during fiscal year 2024? * rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er |
| at least one structured If your agency does not cu 9999 The value must be a numb 9. How many structured If your agency does not cu 9999 The value must be a numb Agency Rec Internships | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er interview panels were convened during fiscal year 2024? * rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er |
| at least one structured If your agency does not cu 9999 The value must be a numb 9. How many structured If your agency does not cu 9999 The value must be a numb Agency Rec Internships 0. How many paid intern | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er interview panels were convened during fiscal year 2024? * rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er ruitment and Outreach |
| at least one structured If your agency does not cu 9999 The value must be a numb 9. How many structured If your agency does not cu 9999 The value must be a numb Agency Rec Internships 0. How many paid intern | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er interview panels were convened during fiscal year 2024? * rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er ruitment and Outreach s did your agency hire during fiscal year 2024? * |

| The value must be a number 33. How many of those interns were Asian American? * 2 The value must be a number 34. How many of those interns were Native American? * 0 The value must be a number 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) 0 The value must be a number |
|--|
| 33. How many of those interns were Asian American? * 2 The value must be a number 34. How many of those interns were Native American? * 0 The value must be a number 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) |
| The value must be a number 34. How many of those interns were Native American? * 0 The value must be a number 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) |
| The value must be a number 34. How many of those interns were Native American? * 0 The value must be a number 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) 0 |
| 34. How many of those interns were Native American? * 0 The value must be a number 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) 0 |
| The value must be a number 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) |
| The value must be a number 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) |
| 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) |
| (This may include transitioning into post-summer, full-time PSC's) |
| 0 |
| |
| The value must be a number |
| |
| 36. How many of those interns were African American? * |
| 0 |
| The value must be a number |
| 37. How many of those interns were Hispanic? * |
| 0 |
| The value must be a number |
| 38. How many of those interns were Asian American? * |
| 0 |
| The value must be a number |
| 39. How many of those interns were Native American? * |
| |
| 0 |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| educational credit? * |
|---|
| 0 |
| The value must be a number |
| 11. How many of those interns were African American? * |
| 0 |
| The value must be a number |
| 12. How many of those interns were Hispanic? * |
| 0 |
| The value must be a number |
| 13. How many of those interns were Asian American? * |
| 0 |
| The value must be a number |
| 14. How many of those interns were Native American? * |
| The value must be a number |
| |
| |
| Agency Recruitment and Outreach |
| Higher Education and Marketing Outreach |
| 15. Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * |
|---|
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| |
| 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities |
| |
| 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| ~ | All of the above |
| | None of the above |

| Chicago State University Eastern Illinois University Governors State University Illinois State University Northeastern Illinois University Northern Illinois University Southern Illinois University Carbondale Southern Illinois University Edwardsville University of Illinois Springfield University of Illinois Springfield University of Illinois University All the above None of the above | J. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|---|----|------|--|
| Governors State University Illinois State University Northeastern Illinois University Northern Illinois University Southern Illinois University Carbondale Southern Illinois University Edwardsville University of Illinois Chicago University of Illinois Springfield University of Illinois Urbana-Champaign Western Illinois University | | | Chicago State University |
| Illinois State University Northeastern Illinois University Northern Illinois University Southern Illinois University Carbondale Southern Illinois University Edwardsville University of Illinois Chicago University of Illinois Springfield University of Illinois Urbana-Champaign Western Illinois University All the above | | | Eastern Illinois University |
| Northern Illinois University Southern Illinois University Carbondale Southern Illinois University Edwardsville University of Illinois Chicago University of Illinois Springfield University of Illinois Urbana-Champaign Western Illinois University | | | Governors State University |
| Northern Illinois University Southern Illinois University Carbondale Southern Illinois University Edwardsville University of Illinois Chicago University of Illinois Springfield University of Illinois Urbana-Champaign Western Illinois University All the above | | | Illinois State University |
| Southern Illinois University Edwardsville University of Illinois Chicago University of Illinois Springfield University of Illinois Urbana-Champaign Western Illinois University All the above | | | Northeastern Illinois University |
| Southern Illinois University Edwardsville University of Illinois Chicago University of Illinois Springfield University of Illinois Urbana-Champaign Western Illinois University All the above | | | Northern Illinois University |
| University of Illinois Chicago University of Illinois Springfield University of Illinois Urbana-Champaign Western Illinois University All the above | | | Southern Illinois University Carbondale |
| University of Illinois Springfield University of Illinois Urbana-Champaign Western Illinois University All the above | | | Southern Illinois University Edwardsville |
| University of Illinois Urbana-Champaign Western Illinois University All the above | | | University of Illinois Chicago |
| Western Illinois University All the above | | | University of Illinois Springfield |
| ✓ All the above | | | University of Illinois Urbana-Champaign |
| | | | Western Illinois University |
| None of the above | | V | All the above |
| | | | None of the above |
| | | | |

51. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.)

Please provide answers as a semi-colon separated list.

Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members

Quad County Urban League; Chicago Urban League; WCC Latinos Unidos; Coalición; Latinos Unidos de Lake County; ALPFA (Association of Latino Professionals For America); Illinois Latino Voice; Instituto del Progreso Latino; Illinois work Net Partner; Black Affairs Council SIU Carbondale; EIU Black Student Union; Greater Decatur

Black Chamber of Commerce; National Black MBA Associations; National Association of Black Journalists (NABJ); Black Veterans Empowerment Council; Asian Americans

Advancing Justice - Chicago; Metropolitan Asian Family Services; National Association of Asian American Professionals; Asian Student Achievement (ASA); Asian American Coalition of Chicago; American Indian Urban Institute; American Indian Urban Institute Native American Chanber of Commerce of Illinois.

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

Yes No African American Hispanic Asian American Native American 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A

| Miring/Promotion Interviews Creating Policies N/A Agency Budget and Outreach Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 | 56. | If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|-----|--|
| Agency Budget and Outreach Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | |
| Agency Budget and Outreach Tuttion Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number | | Interviews |
| Agency Budget and Outreach Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number | | Creating Policies |
| Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | ✓ N/A |
| Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | |
| Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | Agency Budget and Outreach |
| The value must be a number 58. How many of those employees were African American? * O The value must be a number 59. How many of those employees were Hispanic? * O The value must be a number 60. How many of those employees were Asian American? * O The value must be a number 61. How many of those employees were Native American? * | | Tuition Reimbursement and Budget Allocation |
| The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | 57. | How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | 0 |
| The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | The value must be a number |
| The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | |
| The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | 58. | How many of those employees were African American? * |
| 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | 0 |
| The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | The value must be a number |
| The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | 59. | How many of those employees were Hispanic? * |
| 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * 0 | | 0 |
| The value must be a number 61. How many of those employees were Native American? * | | The value must be a number |
| The value must be a number 61. How many of those employees were Native American? * | 60. | How many of those employees were Asian American? * |
| 61. How many of those employees were Native American? * | | 0 |
| 0 | | The value must be a number |
| | 61. | How many of those employees were Native American? * |
| The value must be a number | | 0 |
| | | The value must be a number |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | |

PEERS Update for Fiscal Year 2024

| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * |
|---|
| Yes |
| ○ No |
| 64. What was the total number of employees for your agency in FY24? * |
| 13995 |
| The value must be a number |
| 65. What was the total number of African American employees at your agency? * |
| 5004 |
| The value must be a number |
| 66. What was the total number of African American Senior Public Administrators at your agency? * |
| 66 |
| The value must be a number |

| 67. | What was the total number of African American Public Service Administrators at your agency? * |
|-----|---|
| | 189 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 1574 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 25 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 59 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 681 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 17 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 28 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 66 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 3 |
| | The value must be a number |

76. What was the total number of Native American Public Service Administrators at your agency? *

3

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

97. Total number of additional African American Employees to be recruited in FY25: *

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

98. Of those, how many will be Senior Public Administrators? *

5

The value must be a number

99. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? *

5

The value must be a number

| 100. 10 | otal number of Hispanic Employees to be recruited in FY25: " |
|---------|--|
| | 157 |
| TI | ne value must be a number |
| 101. C | of those, how many will be Senior Public Service Administrators? * |
| | 16 |
| TI | ne value must be a number |
| 102. C | of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 16 |
| TI | ne value must be a number |
| 103. To | otal number of Asian American Employees to be recruited in FY25: * |
| | 68 |
| TI | ne value must be a number |
| 104. C | of those, how many will be Senior Public Service Administrators? * |
| | 7 |
| TI | ne value must be a number |
| 105. C | of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 7 |
| TI | ne value must be a number |
| 106. To | otal number of Native American Employees to be recruited in FY25: * |
| | 7 |
| TI | ne value must be a number |
| 107. C | of those, how many will be Senior Public Service Administrators? * |
| | 1 |
| 108. C | of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 1 |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? | | | | |
|---|--|--|--|--|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 | | | | |
| Yes | | | | |
| No | | | | |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * | | | | |
| ■ I Agree | | | | |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses INDEPENDENT TAX TRIBUNAL

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | 7. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * | | | |
|-----|---|--|--|--|
| 2 | | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * | | | |
| | 2 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * | | | |
| | 2 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * | | | |
| | 2 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * | | | |
| | 2 | | | |
| | The value must be a number | | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * | | | |
| | 2 | | | |
| | The value must be a number | | | |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | | |
| | 2 | | | |
| | The value must be a number | | | |

| 14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | |
|--|--|--|
| | 2 | |
| | The value must be a number | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | |
| | 2 | |
| | The value must be a number | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | |
| | 2 | |
| | The value must be a number | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | |
| | 2 | |
| | The value must be a number | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | |
| | 2 | |
| | The value must be a number | |
| | | |
| | Agency Recruitment and Outreach | |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | |
| | | |
| 9. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | |
| | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | |

| 9:4 | T AM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|------|--|
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| I | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| 1 | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| I | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| 1 | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| I | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| 1 | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| I | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| 1 | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| . 1 | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| I | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| 1 | The value must be a number |
| 5. I | How many African American employees in your agency were certified to conduct structured interviews and participated in |
| | at least one structured interview panel during fiscal year 2024? * |
| ć | |
| ć | at least one structured interview panel during fiscal year 2024? * |

| | How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | | |
|---|---|--|--|--|
| If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | | |
| | 0 | | | |
| The value must be a number | | | | |
| | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | | |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | |
| | 0 | | | |
| | The value must be a number | | | |
| | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | | |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | |
| | 0 | | | |
| | The value must be a number | | | |
| | How many structured interview panels were convened during fiscal year 2024? * | | | |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | |
| | | | | |
| | 0 | | | |
| | 0 The value must be a number | | | |
| | | | | |
| | | | | |
| | The value must be a number | | | |
| | The value must be a number Agency Recruitment and Outreach | | | |
| | The value must be a number | | | |
| | The value must be a number Agency Recruitment and Outreach Internships | | | |
|). | The value must be a number Agency Recruitment and Outreach | | | |
|). | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | | | |
|). | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | | | |
|). | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | | | |
|). | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | | | |
|). | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number | | | |

| 32. | 32. How many of those interns were Hispanic? * | | | | |
|--|--|--|--|--|--|
| | 0 | | | | |
| | The value must be a number | | | | |
| 33. | How many of those interns were Asian American? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 34. | How many of those interns were Native American? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 35. | How many interns did your agency hire during fiscal year 2024? * | | | | |
| | (This may include transitioning into post-summer, full-time PSC's) | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 36. How many of those interns were African American? * | | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 37. | How many of those interns were Hispanic? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 38. | How many of those interns were Asian American? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 39. | How many of those interns were Native American? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |

| 40. |). How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | | | | | |
|-----|--|--|--|--|--|--|
| | 0 | | | | | |
| | The value must be a number | | | | | |
| 41. | 41. How many of those interns were African American? * | | | | | |
| | 0 | | | | | |
| | The value must be a number | | | | | |
| 42. | How many of those interns were Hispanic? * | | | | | |
| | 0 | | | | | |
| | The value must be a number | | | | | |
| 43. | 3. How many of those interns were Asian American? * | | | | | |
| | 0 | | | | | |
| | The value must be a number | | | | | |
| 44. | 4. How many of those interns were Native American? * | | | | | |
| | 0 | | | | | |
| | The value must be a number | | | | | |
| | | | | | | |
| | | | | | | |
| | Agency Recruitment and Outreach | | | | | |
| | Higher Education and Marketing Outreach | | | | | |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | | | | | |
| | ○ Yes | | | | | |
| | No No | | | | | |
| | Our agency does not track that information. | | | | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | | | | |
| | | | | | | |

| 46. | 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * | | | | |
|-----|--|--|--|--|--|
| | 0 | Yes | | | |
| | No No | | | | |
| | Our agency does not track that information. | | | | |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. | | | |
| | | | | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * | | | |
| | 0 | Yes | | | |
| | | No | | | |
| | 0 | Our agency does not track that information. | | | |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities | | | |
| | | | | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * | | | |
| | 0 | Yes | | | |
| | | No | | | |
| | 0 | Our agency does not track that information. | | | |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. | | | |
| | | | | | |

| 49. | 19. Please select all Illinois Community Colleges that you conducted outreach with. * | | | |
|-----|---|---|--|--|
| | | Black Hawk College, Moline | | |
| | | CCC Richard J. Daley College | | |
| | | CCC Kennedy-King College | | |
| | | CCC Malcolm X College | | |
| | | CCC Olive-Harvey College | | |
| | | CCC Harry S. Truman College | | |
| | | CCC Harold Washington College | | |
| | | CCC Wilbur Wright College | | |
| | | Danville Area Community College, Danville | | |
| | | College of DuPage, Glen Ellyn | | |
| | | East St. Louis Community College Center, East St. Louis | | |
| | | Elgin Community College, Elgin | | |
| | | Harper College, Palatine | | |
| | | Heartland Community College, Normal | | |
| | | Highland Community College, Freeport | | |
| | | Illinois Central College, East Peoria | | |
| | | IL Eastern Community Colleges, Olney | | |
| | | Frontier Community College, Fairfield | | |
| | | Lincoln Trail College, Robinson | | |
| | | Olney Central College, Olney | | |
| | | Wabash Valley College, Mt. Carmel | | |
| | | IL Valley Community College, Oglesby | | |
| | | Joliet Junior College, Joliet | | |
| | | Kankakee Community College, Kankakee | | |
| | | Kaskaskia College, Centralia | | |
| | | Kishwaukee College, Malta | | |
| | | College of Lake County, Grayslake | | |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| ~ | None of the above |

| 50. | O. Please select all Public State Universities that you conducted outreach with. * | | | | |
|-----|--|---|--|--|--|
| | | Chicago State University | | | |
| | | Eastern Illinois University | | | |
| | | Governors State University | | | |
| | | Illinois State University | | | |
| | | Northeastern Illinois University | | | |
| | | Northern Illinois University | | | |
| | | Southern Illinois University Carbondale | | | |
| | | Southern Illinois University Edwardsville | | | |
| | | University of Illinois Chicago | | | |
| | | University of Illinois Springfield | | | |
| | | University of Illinois Urbana-Champaign | | | |
| | | Western Illinois University | | | |
| | | All the above | | | |
| | V | None of the above | | | |
| | | | | | |
| 1. | 1. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity | | | | |
| | hiring efforts (community organizations, non-profits, etc.) | | | | |
| | | se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | | |
| | The | Tribunal has not conducted outreach as we have not had a need to make hiring efforts. | | | |
| | | | | | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | | Yes | No | | | |
|---|---|---|---------------------|--|--|--|
| | African American | 0 | • | | | |
| | Hispanic | 0 | (a) | | | |
| | Asian American | 0 | • | | | |
| | Native American | 0 | | | | |
| | 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * | | | | | |
| | Hiring/Promotion | | | | | |
| | Interviews | | | | | |
| | Creating Policies | | | | | |
| | ✓ N/A | | | | | |
| 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all the apply) * ☐ Hiring/Promotion ☐ Interviews ☐ Creating Policies ☑ N/A | | | | | | |
| | | y responsible for coordinating recruitment outreach to ir 2024, in which areas did that person have decision-makir | | | | |
| | ✓ N/A | | | | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 |
| The value must be a number |
| |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

0

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget** to adorn job fair booths with engaging givea- ways Overtime for employees to conduct outreach outside of normal business hours in these communities **PEERS Update for Fiscal Year 2024** 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * Yes No 64. What was the total number of employees for your agency in FY24? * 3 The value must be a number 65. What was the total number of African American employees at your agency? * 0 The value must be a number 66. What was the total number of African American Senior Public Administrators at your agency? *

| 67. What was the total number of African American Public Service Administrators at your agency? * | |
|---|--|
| 0 | |
| The value must be a number | |
| 68. What was the total number of Hispanic employees at your agency? * | |
| | |
| 0 | |
| The value must be a number | |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * | |
| 0 | |
| The value must be a number | |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * | |
| 0 | |
| The value must be a number | |
| | |
| 71. What was the total number of Asian American employees at your agency? * | |
| 1 | |
| The value must be a number | |
| 72 What was the total assumb as of Asian Associate Conica Dublic Administrators at was a 2 * | |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * | |
| 0 | |
| The value must be a number | |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * | |
| 1 | |
| The value must be a number | |
| | |
| 74. What was the total number of Native American employees at your agency? * | |
| 0 | |
| The value must be a number | |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * | |
| 0 | |
| The value must be a number | |

| 76. What was the total number of Native American Public Service Administrators at your agency? * | |
|--|--|
| | |

0

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| | 0 |
|-----|--|
| | The value must be a number |
| 98. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |

| 100. Total number of Hispanic Employees to be recruited in FY25: " |
|--|
| 0 |
| The value must be a number |
| 101. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| The value must be a number |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 0 |
| The value must be a number |
| 103. Total number of Asian American Employees to be recruited in FY25: * |
| 0 |
| The value must be a number |
| 104. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| The value must be a number |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| 0 |
| The value must be a number |
| 106. Total number of Native American Employees to be recruited in FY25: * |
| 0 |
| The value must be a number |
| 107. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| 0 |
| |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|--|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| No No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses INNOVATION AND TECHNOLOGY

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 295 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 59 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 22 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 6 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 28 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 2 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 2 |
| | The value must be a number |

| 14. | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * |
|-----|--|
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| | 0 |
| | The value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| 19. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 280 |
| | The value must be a number |

| , 1:3 | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-------|--|
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 26 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 5 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 31 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 2 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 165 |
| | The value must be a number |
| | How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 14 |

| i, 1:36 Pi | MI CMS F124 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|------------|--|
| | v many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least structured interview panel during fiscal year 2024? * |
| If you | ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 5 | |
| The v | value must be a number |
| | v many Asian American employees in your agency were certified to conduct structured interviews and participated in at t one structured interview panel during fiscal year 2024? * |
| If you | ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 15 | |
| The v | value must be a number |
| | v many Native American employees in your agency were certified to conduct structured interviews and participated in east one structured interview panel during fiscal year 2024? * |
| If you | ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The v | value must be a number |
| | |
| 29. How | v many structured interview panels were convened during fiscal year 2024? * |
| If you | ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 172 | 2 |
| The v | value must be a number |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Internships |
| 30. How | v many paid interns did your agency hire during fiscal year 2024? * |
| (This | may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| 2 | |
| The v | value must be a number |
| 31. How | v many of those interns were African American? * |
| 0 | |
| | |
| The v | value must be a number |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 2 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 2 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 2 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |

| 40. Hovedu | w many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for acational credit? * |
|------------|--|
| 0 | |
| The | value must be a number |
| 41. Ho | w many of those interns were African American? * |
| 0 | |
| The | value must be a number |
| 42. Ho | w many of those interns were Hispanic? * |
| 0 | |
| The | value must be a number |
| 43. Ho | w many of those interns were Asian American? * |
| 0 | |
| The | value must be a number |
| 44. Ho | w many of those interns were Native American? * |
| 0 | |
| The | value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| | es your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving itution of higher learning? * |
| | Yes |
| 0 | No |
| 0 | Our agency does not track that information. |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * |
|---|
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| Yes |
| O No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |

| 49. Please select all Illinois Community Colleges that you conducted outreach with. * | | |
|---|---|--|
| ~ | Black Hawk College, Moline | |
| ~ | CCC Richard J. Daley College | |
| V | CCC Kennedy-King College | |
| \checkmark | CCC Malcolm X College | |
| ~ | CCC Olive-Harvey College | |
| ~ | CCC Harry S. Truman College | |
| ~ | CCC Harold Washington College | |
| V | CCC Wilbur Wright College | |
| | Danville Area Community College, Danville | |
| | College of DuPage, Glen Ellyn | |
| | East St. Louis Community College Center, East St. Louis | |
| | Elgin Community College, Elgin | |
| | Harper College, Palatine | |
| ~ | Heartland Community College, Normal | |
| ~ | Highland Community College, Freeport | |
| | Illinois Central College, East Peoria | |
| | IL Eastern Community Colleges, Olney | |
| | Frontier Community College, Fairfield | |
| | Lincoln Trail College, Robinson | |
| | Olney Central College, Olney | |
| | Wabash Valley College, Mt. Carmel | |
| | IL Valley Community College, Oglesby | |
| V | Joliet Junior College, Joliet | |
| V | Kankakee Community College, Kankakee | |
| | Kaskaskia College, Centralia | |
| | Kishwaukee College, Malta | |
| ~ | College of Lake County, Grayslake | |

| ~ | Lake Land College, Mattoon |
|---|--|
| V | Lewis & Clark Community College, Godfrey |
| V | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| V | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| V | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| ~ | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| ~ | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| ~ | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| ~ | Spoon River College, Canton |
| ~ | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| V | John Wood Community College, Quincy |
| | All of the above |
| | None of the above |

| J. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|----|------|--|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | V | All the above |
| | | None of the above |
| | | |

51. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.)

Please provide answers as a semi-colon separated list.

Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members

Per Scholas Chicago (Free bootcamps focused on DEI); Goodwill Workforce Connection in Lombard / Chicago; Illinois Association of Public Procurement Officials; Illinois GIS Association; Illinois State Bar Association; Illinois Association of Hispanic State Employees; Job posts in Slack groups (Out in Tech, LGBTQ in Tech, Women in Tech, Neurodiversity in Tech, Chicago Tech Diversity Initiative); CMS D&I Community Partner Summit in Honor of Black History Month; Harvard Park Elementary presentation K-5; Western Oregon University virtual job fair; State Sen Villanueva Job Fair; Veterans Events (Yellow Ribbon Career Fair held at Wyndham Springfield and Veteran's and IDES Virtual Career Fair); Illinois State Museum Juneteenth career fair; St. Patrick's School and NAACP Career Fair; Springfield Urban League and Doris Turner career fair; Chicago Urban League networking event with CMS; SPEAK OUT career fair (LGBTQ+event); Asian American Employee Plan Council Career Fair; SERCO, American Workforce Center, Mantracon, and WorkNet; STEAM Expo; Capital Area Career Center; Pleasant Plains Job Exploration; 12 IDES sponsored events around the state of Illinois including two "Rapid Response" events; post 90% of our positions on social media (LinkedIn and Facebook; attended several Senator and House of Representative career fairs in their respective districts.

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---|--|----|
| African American | 0 | • |
| Hispanic | 0 | • |
| Asian American | 0 | • |
| Native American | 0 | |
| 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-making | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to in 2024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 4 |
| The value must be a number |
| |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |
| |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | 0 |

PEERS Update for Fiscal Year 2024

| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * |
|---|
| Yes |
| ○ No |
| |
| 64. What was the total number of employees for your agency in FY24? * |
| 1391 |
| The value must be a number |
| 65. What was the total number of African American employees at your agency? * |
| 172 |
| The value must be a number |
| 66. What was the total number of African American Senior Public Administrators at your agency? * |
| 13 |

| 67. What was the total number of African American Public Service Administrators at your agency? * | |
|---|---|
| | 19 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 39 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 3 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 10 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 156 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 14 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 20 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 9 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 1 |
| | The value must be a number |

76. What was the total number of Native American Public Service Administrators at your agency? *

1

Fiscal Year 2025 Goal Setting *NEW*

The value must be a number

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * | | |
|-----|--|--|--|
| | 0 | | |
| | The value must be a number | | |
| 98. | Of those, how many will be Senior Public Administrators? * | | |
| | 0 | | |
| | The value must be a number | | |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * | | |
| | 0 | | |

| 100. | lotal number of Hispanic Employees to be recruited in FY25: * |
|------|---|
| | 0 |
| | The value must be a number |
| 101. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 102. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 103. | Total number of Asian American Employees to be recruited in FY25: * |
| | 0 |
| | The value must be a number |
| 104. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 105. | Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 106. | Total number of Native American Employees to be recruited in FY25: * |
| | 0 |
| | The value must be a number |
| 107. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| 108. | Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| | |

Closing

109. Is your agency listed in the State Services Assurance Act?
Link to the State Services Assurance Act:
https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2

Yes
No
110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. *
I Agree

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses INSURANCE

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

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The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 0 |
| | The value must be a number |

| 0 | |
|--|---|
| The | value must be a number |
| | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment are African American. * |
| 0 | |
| The | value must be a number |
| | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment are Hispanic. * |
| 0 | |
| The | value must be a number |
| | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Asian American. * |
| 0 | |
| Τ' | |
| ihe | value must be a number |
| Prov | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Native American. * |
| Provide who | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment are Native American. * |
| Provide who | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment |
| . Prov | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment are Native American. * |
| . Providence who | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment of are Native American. * value must be a number |
| Provide the second of the seco | Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have |
| Provide the second of the seco | Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |

| 12:31 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|---|--|
| How many employees in American? * | n your agency who were certified to conduct structured interviews as of June 30, 2024 were African |
| If your agency does not curre | ently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 4 | |
| The value must be a number | |
| How many employees ir Hispanic? * | n your agency who were certified to conduct structured interviews as of June 30, 2024 were |
| If your agency does not curre | ently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 4 | |
| The value must be a number | |
| 2. How many employees ir American? * | n your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian |
| If your agency does not curre | ently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 2 | |
| The value must be a number | |
| 3. How many employees ir American? * | n your agency who were certified to conduct structured interviews as of June 30, 2024 were Native |
| If your agency does not curre | ently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value must be a number | |
| Agency Recru | uitment and Outreach |
| 4. How many certified inte | erviewers participated in at least one structured interview panel during fiscal year 2024? * |
| If your agency does not curre | ently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 39 | |
| The value must be a number | |
| | rican employees in your agency were certified to conduct structured interviews and participated in nterview panel during fiscal year 2024? * |
| If your agency does not curre | ently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| The value must be a number | |

| 24, 1 | 2:31 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-------|---|---|
| 26. | . How many Hispanic employees in yo one structured interview panel durin | our agency were certified to conduct structured interviews and participated in at least ng fiscal year 2024? * |
| | If your agency does not currently track this i | information but will begin to build systems to report in the future, please enter 9999 here. |
| | 2 | |
| | The value must be a number | |
| 27. | . How many Asian American employe least one structured interview panel | es in your agency were certified to conduct structured interviews and participated in at during fiscal year 2024? * |
| | If your agency does not currently track this i | information but will begin to build systems to report in the future, please enter 9999 here. |
| | 3 | |
| | The value must be a number | |
| 28. | . How many Native American employ at least one structured interview par | ees in your agency were certified to conduct structured interviews and participated in nel during fiscal year 2024? * |
| | If your agency does not currently track this i | information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 | |
| | The value must be a number | |
| | | |
| 29. | | els were convened during fiscal year 2024? * information but will begin to build systems to report in the future, please enter 9999 here. |
| | in your agency does not currently track this i | morniation but will begin to build systems to report in the luture, please enter 9999 here. |
| | 21 | |
| | The value must be a number | |
| | | |
| | | |
| | | |
| | Agency Recruitment a | nd Outreach |
| | Internships | |
| 30 | . How many paid interns did your age | ency hire during fiscal year 2024? * |
| 30. | , , , , | Community Partner as well as Curry and any other interns) |
| | 5 | |
| | The value must be a number | |
| | | |
| 31. | . How many of those interns were Afr | ican American? * |
| | 3 | |
| | | |

| 32. | How many of those interns were Hispanic? * | | |
|-----|--|--|--|
| | 0 | | |
| | The value must be a number | | |
| 33. | How many of those interns were Asian American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 34. | How many of those interns were Native American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 35. | How many interns did your agency hire during fiscal year 2024? * | | |
| | (This may include transitioning into post-summer, full-time PSC's) | | |
| | 0 | | |
| | The value must be a number | | |
| 36. | How many of those interns were African American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 37. | How many of those interns were Hispanic? * | | |
| | 0 | | |
| | The value must be a number | | |
| 38. | How many of those interns were Asian American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 39. | How many of those interns were Native American? * | | |
| | 0 | | |
| | The value must be a number | | |

| 40. | How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | | |
|-----|---|--|--|
| | 0 | | |
| | The value must be a number | | |
| 41. | How many of those interns were African American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 42. | How many of those interns were Hispanic? * | | |
| | 0 | | |
| | The value must be a number | | |
| 43. | How many of those interns were Asian American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 44. | How many of those interns were Native American? * | | |
| | 0 | | |
| | The value must be a number | | |
| | | | |
| | Agency Recruitment and Outreach | | |
| | Higher Education and Marketing Outreach | | |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges $\&$ Universities or Black Serving Institution of higher learning? $*$ | | |
| | Yes | | |
| | O No | | |
| | Our agency does not track that information. | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|------------|--|
| | \bigcirc | Yes |
| | 0 | No |
| | 0 | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities |
| | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| ~ | None of the above |

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|------|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | ~ | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | abla | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | | None of the above |
| | | |
| 1. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity |
| | | g efforts (community organizations, non-profits, etc.) se provide answers as a semi-colon separated list. |
| | | e note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | IAH | ISE (Illinois Association of Hispanic State Employees) |
| | | |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | | Yes | No |
|--|---------------------|---|----|
| | African American | 0 | |
| | Hispanic | 0 | |
| | Asian American | 0 | • |
| | Native American | 0 | • |
| | | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all the apply) * | | | |
| | Interviews | | |
| | Creating Policies | | |
| | ✓ N/A | | |
| | | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| | Hiring/Promotion | | |
| | Interviews | | |
| | Creating Policies | | |
| | ✓ N/A | | |

| A | your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native merican community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all nat apply) * |
|-------|---|
| | Hiring/Promotion |
| | Interviews |
| | Creating Policies |
| | N/A |
| | |
| | |
| | Agency Budget and Outreach |
| | Tuition Reimbursement and Budget Allocation |
| 57. H | ow many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| | 0 |
| Th | ne value must be a number |
| 58. H | ow many of those employees were African American? * |
| | 0 |
| Th | ne value must be a number |
| 59. H | ow many of those employees were Hispanic? * |
| | 0 |
| Th | ne value must be a number |
| 60. H | ow many of those employees were Asian American? * |
| | 0 |
| Th | ne value must be a number |
| 61. H | ow many of those employees were Native American? * |
| | 0 |
| Th | ne value must be a number |
| | |

3

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget to** adorn job fair booths with engaging givea- ways Overtime for employees to conduct outreach outside of normal business hours in these communities **PEERS Update for Fiscal Year 2024** 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * Yes No 64. What was the total number of employees for your agency in FY24? * 240 The value must be a number 65. What was the total number of African American employees at your agency? * 26 The value must be a number 66. What was the total number of African American Senior Public Administrators at your agency? *

| 67. What was the total number of African American Public Service Administrators at your agency | ?* |
|--|----|
| 2 | |
| The value must be a number | |
| 68. What was the total number of Hispanic employees at your agency? * | |
| | |
| 9 | |
| The value must be a number | |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * | |
| 3 | |
| The value must be a number | |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * | |
| 2 | |
| The value must be a number | |
| 71. What was the total number of Asian American employees at your agency? * | |
| 14 | |
| The value must be a number | |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? | r |
| 2 | |
| The value must be a number | |
| 73. What was the total number of Asian American Public Service Administrators at your agency? | * |
| 2 | |
| The value must be a number | |
| 74.14/1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1 | |
| 74. What was the total number of Native American employees at your agency? * | |
| 1 | |
| The value must be a number | |
| 75. What was the total number of Native American Senior Public Administrators at your agency? | * |
| 0 | |
| The value must be a number | |

76. What was the total number of Native American Public Service Administrators at your agency? *

0

Fiscal Year 2025 Goal Setting *NEW*

97. Total number of additional African American Employees to be recruited in FY25: *

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 2 | | |
|---|--|--|
| | | |

The value must be a number

98. Of those, how many will be Senior Public Administrators? *

0

The value must be a number

99. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? *

1

| 100. | lotal number of Hispanic Employees to be recruited in FY25: * |
|------|--|
| | 5 |
| | The value must be a number |
| 101. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 102. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 103. | Total number of Asian American Employees to be recruited in FY25: * |
| | 1 |
| | The value must be a number |
| 104. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 105. | Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| | The value must be a number |
| 106. | Total number of Native American Employees to be recruited in FY25: * |
| | 1 |
| | The value must be a number |
| 107. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| 108. | Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|--|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| No No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses JUVENILE JUSTICE

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 7. | '. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * | | |
|-----|---|--|--|
| | 3 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * | | |
| | 1 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * | | |
| | 0 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * | | |
| | 0 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * | | |
| | 0 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * | | |
| | 1 | | |
| | The value must be a number | | |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | |
| | 1 | | |
| | The value must be a number | | |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| | 1 |
|------|--|
| T | he value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| | 0 |
| T | he value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| | 0 |
| Т | he value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| | 0 |
| Т | he value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| | 1 |
| Т | he value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| 9. H | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 53 |
| | he value must be a number |

9999

| 47 AM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|---|---|
| How many employees American? * | in your agency who were certified to conduct structured interviews as of June 30, 2024 were African |
| If your agency does not cur | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 9999 | |
| The value must be a number | er |
| . How many employees Hispanic? * | in your agency who were certified to conduct structured interviews as of June 30, 2024 were |
| If your agency does not cur | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 9999 | |
| The value must be a number | er |
| 2. How many employees American? * | in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian |
| If your agency does not cui | rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 9999 | |
| | |
| | in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native |
| 3. How many employees American? * | |
| 3. How many employees American? * | in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native |
| 3. How many employees American? * If your agency does not cur | in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 3. How many employees American? * If your agency does not cur | in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 3. How many employees American? * If your agency does not cur 9999 The value must be a number | in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 3. How many employees American? * If your agency does not cur 9999 The value must be a number Agency Rec | in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 3. How many employees American? * If your agency does not cur 9999 The value must be a number | in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native rrently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 3. How many employees American? * If your agency does not cur 9999 The value must be a number Agency Rec Structured Intervie | in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native rently track this information but will begin to build systems to report in the future, please enter 9999 here. Pruitment and Outreach We Panels terviewers participated in at least one structured interview panel during fiscal year 2024? * |
| Agency Rec Structured Intervie | in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native rrently track this information but will begin to build systems to report in the future, please enter 9999 here. er ruitment and Outreach w Panels |
| Agency Rec Structured Intervie | in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native rently track this information but will begin to build systems to report in the future, please enter 9999 here. Pruitment and Outreach We Panels terviewers participated in at least one structured interview panel during fiscal year 2024? * |

| 4, 9:2 | 47 AM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|--------|--|
| | How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many structured interview panels were convened during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number Agency Recruitment and Outreach |
| | Internships |
| 20 | Llaur manura id interna did yarra manar bira duning finant yarr 202.42 * |
| | How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| | 3 |
| | The value must be a number |
| | |
| | How many of those interns were African American? * |
| | |

| 32. How many of those interns were Hispanic? * | | |
|--|--|--|
| | 3 | |
| | The value must be a number | |
| 33. | How many of those interns were Asian American? * | |
| | 0 | |
| | The value must be a number | |
| 34. | How many of those interns were Native American? * | |
| | 0 | |
| | The value must be a number | |
| 35. | How many interns did your agency hire during fiscal year 2024? * | |
| | (This may include transitioning into post-summer, full-time PSC's) | |
| | 3 | |
| | The value must be a number | |
| 36. | How many of those interns were African American? * | |
| | 0 | |
| | The value must be a number | |
| 37. | How many of those interns were Hispanic? * | |
| | 3 | |
| | The value must be a number | |
| 38. | How many of those interns were Asian American? * | |
| | 0 | |
| | The value must be a number | |
| 39. | How many of those interns were Native American? * | |
| | 0 | |
| | The value must be a number | |
| | | |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| | educational credit? * | | |
|--|--|--|--|
| | 0 | | |
| | The value must be a number | | |
| 41. How many of those interns were African American? * | | | |
| | 0 | | |
| | The value must be a number | | |
| 42. | How many of those interns were Hispanic? * | | |
| | 0 | | |
| | The value must be a number | | |
| 43. | How many of those interns were Asian American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 44. | How many of those interns were Native American? * | | |
| | 0 | | |
| | The value must be a number | | |
| | | | |
| | | | |
| | Agency Recruitment and Outreach | | |
| | Higher Education and Marketing Outreach | | |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | | |
| | Yes | | |
| | ○ No | | |
| | Our agency does not track that information. | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| | | | |

| 46. | 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * | | |
|-----|--|--|--|
| | \bigcirc | Yes | |
| | 0 | No | |
| | \bigcirc | Our agency does not track that information. | |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. | |
| | | | |
| 4/. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * | |
| | \bigcirc | Yes | |
| | 0 | No | |
| | \bigcirc | Our agency does not track that information. | |
| | | No, but our agency would like to request support in building relationships with these colleges and universities | |
| | | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * | |
| | \bigcirc | Yes | |
| | 0 | No | |
| | \bigcirc | Our agency does not track that information. | |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. | |
| | | | |

| 49. Please select all Illinois Community Colleges that you conducted outreach with. * | | |
|---|---|--|
| | Black Hawk College, Moline | |
| | CCC Richard J. Daley College | |
| | CCC Kennedy-King College | |
| ~ | CCC Malcolm X College | |
| | CCC Olive-Harvey College | |
| | CCC Harry S. Truman College | |
| | CCC Harold Washington College | |
| | CCC Wilbur Wright College | |
| | Danville Area Community College, Danville | |
| | College of DuPage, Glen Ellyn | |
| | East St. Louis Community College Center, East St. Louis | |
| | Elgin Community College, Elgin | |
| | Harper College, Palatine | |
| | Heartland Community College, Normal | |
| | Highland Community College, Freeport | |
| | Illinois Central College, East Peoria | |
| | IL Eastern Community Colleges, Olney | |
| | Frontier Community College, Fairfield | |
| | Lincoln Trail College, Robinson | |
| | Olney Central College, Olney | |
| | Wabash Valley College, Mt. Carmel | |
| | IL Valley Community College, Oglesby | |
| | Joliet Junior College, Joliet | |
| | Kankakee Community College, Kankakee | |
| | Kaskaskia College, Centralia | |
| | Kishwaukee College, Malta | |
| | College of Lake County, Gravslake | |

| | Lake Land College, Mattoon |
|--------------|--|
| | Lewis & Clark Community College, Godfrey |
| \checkmark | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| \checkmark | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| | None of the above |

| 50. | Ple | Please select all Public State Universities that you conducted outreach with. * | | |
|-----|-----|---|--|--|
| | V | Chicago State University | | |
| | | Eastern Illinois University | | |
| | | Governors State University | | |
| | | Illinois State University | | |
| | | Northeastern Illinois University | | |
| | | Northern Illinois University | | |
| | | Southern Illinois University Carbondale | | |
| | | Southern Illinois University Edwardsville | | |
| | | University of Illinois Chicago | | |
| | ~ | University of Illinois Springfield | | |
| | | University of Illinois Urbana-Champaign | | |
| | | Western Illinois University | | |
| | | All the above | | |
| | | None of the above | | |
| | | | | |
| 51. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) | | |
| | | se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | |
| | | does not have a consistent recruitment department to date. We as an agency are working to implement this department. To date we do not work with ecific organizations for outreach etc. | | |
| | | | | |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | | Yes | No |
|--|---------------------|---|---------------------|
| | African American | 0 | • |
| | Hispanic | 0 | (a) |
| | Asian American | 0 | • |
| | Native American | 0 | |
| 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the American community during fiscal year 2024, in which areas did that person have decision-making authority? (Che that apply) * | | | |
| | Hiring/Promotion | | |
| | Interviews | | |
| | Creating Policies | | |
| | ✓ N/A | | |
| 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * ☐ Hiring/Promotion ☐ Interviews ☐ Creating Policies ☑ N/A | | | |
| | | y responsible for coordinating recruitment outreach to ir 2024, in which areas did that person have decision-makir | |
| | ✓ N/A | | |

| An | your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native nerican community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all at apply) * |
|--------|--|
| | Hiring/Promotion |
| | Interviews |
| | Creating Policies |
| ~ | N/A |
| | |
| | |
| | Agency Budget and Outreach |
| | Tuition Reimbursement and Budget Allocation |
| 57. Ho | ow many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 | |
| The | e value must be a number |
| 58. Ho | ow many of those employees were African American? * |
| 0 | |
| The | e value must be a number |
| 59. Ho | ow many of those employees were Hispanic? * |
| 0 | |
| The | e value must be a number |
| 60. Ho | ow many of those employees were Asian American? * |
| 0 | |
| The | e value must be a number |
| 61. Ho | ow many of those employees were Native American? * |
| 0 | |
| The | e value must be a number |
| | |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | 0 | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | • |

PEERS Update for Fiscal Year 2024

| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fis | scal |
|--|------|
| year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency | / |
| employees, and their position breakdown (SPSA, PSA). * | |

Yes

No

| 27/24. 9:47 AM | CMS FY24 Employment Plans & Bilingual Needs. Bilingual Pav Annual Survey |
|-------------------------|--|
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| | |
| | |
| Fiscal Year 2025 Goal S | Settina *NEW* |

plans for growth. My agency's goal for increased representation:

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own

| The value must be a number 85. Of those, how many will be Senior Public Administrators? * 999 The value must be a number 86. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 87. Total number of Hispanic Employees to be recruited in FY25; * 999 The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 999 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25; * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * 999 The value must be a number | 84. | Total number of additional African American Employees to be recruited in FY25: * |
|---|-----|--|
| 85. Of those, how many will be Senior Public Administrators? * 999 The value must be a number 86. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 87. Total number of Hispanic Employees to be recruited in FY25: * 999 The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 999 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25; * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * 999 The value must be a number | | 999 |
| The value must be a number 86. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 87. Total number of Hispanic Employees to be recruited in FY25: * 999 The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 999 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | The value must be a number |
| The value must be a number 86. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 87. Total number of Hispanic Employees to be recruited in FY25: * 999 The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 999 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | 85. | Of those, how many will be Senior Public Administrators? * |
| 86. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 87. Total number of Hispanic Employees to be recruited in FY25: * 999 The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 999 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | 999 |
| Administrators? * 999 The value must be a number 87. Total number of Hispanic Employees to be recruited in FY25: * 999 The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 999 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | The value must be a number |
| The value must be a number 87. Total number of Hispanic Employees to be recruited in FY25: * 999 The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 999 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | |
| 87. Total number of Hispanic Employees to be recruited in FY25: * 999 The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 999 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | 999 |
| The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 999 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | The value must be a number |
| The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 999 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | 87. | Total number of Hispanic Employees to be recruited in FY25: * |
| 88. Of those, how many will be Senior Public Service Administrators? * 999 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | 999 |
| The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | The value must be a number |
| The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | 88. | Of those, how many will be Senior Public Service Administrators? * |
| 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | 999 |
| 999 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | The value must be a number |
| The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | 89. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 90. Total number of Asian American Employees to be recruited in FY25: * 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * 999 | | 999 |
| 999 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | The value must be a number |
| The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * 999 | 90. | Total number of Asian American Employees to be recruited in FY25: * |
| 91. Of those, how many will be Senior Public Service Administrators? * | | 999 |
| 999 | | The value must be a number |
| | 91. | Of those, how many will be Senior Public Service Administrators? * |
| The value must be a number | | 999 |
| | | The value must be a number |

| 2. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
|--|
| 999 |
| The value must be a number |
| 3. Total number of Native American Employees to be recruited in FY25: * |
| 999 |
| The value must be a number |
| 4. Of those, how many will be Senior Public Service Administrators? * |
| 999 |
| 5. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| 999 |
| Closing |
| 6. Is your agency listed in the State Services Assurance Act? |
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| ○ No |
| 7. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |
| |
| |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses LABOR

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 24 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 24 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 24 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 24 |
| | The value must be a number |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 24 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 24 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 1 |
| | The value must be a number |

| The | value must be a number |
|-----|--|
| | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment are African American. * |
| 1 | |
| The | value must be a number |
| | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment are Hispanic. * |
| 1 | |
| The | value must be a number |
| | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment are Asian American. * |
| 1 | |
| The | value must be a number |
| who | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment are Native American. * |
| 1 | |
| ine | value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| | |
| | r many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |

| 4:51 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|--------------------------------------|--|
| O. How many employees in American? * | your agency who were certified to conduct structured interviews as of June 30, 2024 were African |
| If your agency does not curren | tly track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 3 | |
| The value must be a number | |
| 1. How many employees in Hispanic? * | your agency who were certified to conduct structured interviews as of June 30, 2024 were |
| If your agency does not curren | tly track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 2 | |
| The value must be a number | |
| 2. How many employees in American? * | your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian |
| If your agency does not curren | tly track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| The value must be a number | |
| 3. How many employees in American? * | your agency who were certified to conduct structured interviews as of June 30, 2024 were Native |
| If your agency does not curren | tly track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value must be a number | |
| Agency Recrui | itment and Outreach |
| | viewers participated in at least one structured interview panel during fiscal year 2024? * tly track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 20 | |
| The value must be a number | |
| | can employees in your agency were certified to conduct structured interviews and participated in terview panel during fiscal year 2024? * |
| If your agency does not curren | tly track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 3 | |
| The value must be a number | |

| one stru | ny Hispanic employees in your agency were certified to conduct structured interviews and participated in at least |
|--|---|
| | ctured interview panel during fiscal year 2024? * |
| If your age | ency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 2 | |
| The value | must be a number |
| | ny Asian American employees in your agency were certified to conduct structured interviews and participated in at e structured interview panel during fiscal year 2024? * |
| If your ago | ency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| The value | must be a number |
| | ny Native American employees in your agency were certified to conduct structured interviews and participated in one structured interview panel during fiscal year 2024? * |
| If your ago | ency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value | must be a number |
| | |
| 9. How ma | ny structured interview panels were convened during fiscal year 2024? * |
| If your ago | ency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| 31 | |
| | must be a number |
| The value | |
| The value | must be a number gency Recruitment and Outreach ternships |
| The value | gency Recruitment and Outreach |
| The value | gency Recruitment and Outreach |
| The value A In | gency Recruitment and Outreach |
| The value A In O. How ma (This may | gency Recruitment and Outreach ternships ny paid interns did your agency hire during fiscal year 2024? * |
| The value A In O. How ma (This may) | gency Recruitment and Outreach ternships ny paid interns did your agency hire during fiscal year 2024? * include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| The value A In O. How ma (This may) | gency Recruitment and Outreach ternships ny paid interns did your agency hire during fiscal year 2024? * |
| The value A In O. How ma (This may) The value | gency Recruitment and Outreach ternships ny paid interns did your agency hire during fiscal year 2024? * include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| The value A In: 3 The value | gency Recruitment and Outreach ternships ny paid interns did your agency hire during fiscal year 2024? * include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) must be a number |

32. How many of those interns were Hispanic? *

| | 1 |
|-----|--|
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 3 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 1 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 1 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| e | ducational credit?* |
|---------------|--|
| | 0 |
| TI | ne value must be a number |
| 41 . H | low many of those interns were African American? * |
| | 0 |
| TI | he value must be a number |
| 42. H | low many of those interns were Hispanic? * |
| | 0 |
| Th | he value must be a number |
| 43. H | low many of those interns were Asian American? * |
| | 0 |
| Th | he value must be a number |
| 44. H | low many of those interns were Native American? * |
| | 0 |
| Th | he value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| | oes your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving nstitution of higher learning? * |
| | Yes |
| (| No No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|-----|---|
| | 0 | Yes |
| | | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | 0 | Yes |
| | | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities |
| | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | 0 | Yes |
| | | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| ~ | None of the above |

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|------|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | V | None of the above |
| | | |
| 1. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity |
| | | ng efforts (community organizations, non-profits, etc.) Se provide answers as a semi-colon separated list. |
| | | se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | We | don't do any hiring outreach beyond out postings. |
| | | |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|---------------------|
| African American | 0 | • |
| Hispanic | 0 | (a) |
| Asian American | 0 | • |
| Native American | 0 | |
| | responsible for coordinating recruitment outreach to ir 2024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to ir 024, in which areas did that person have decision-makin | |
| | y responsible for coordinating recruitment outreach to ir 2024, in which areas did that person have decision-makir | |
| ✓ N/A | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 1 |
| The value must be a number |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | O | • |
| Budget to adorn job fair booths with engaging give- a- ways | 0 | • |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | • |

PEERS Update for Fiscal Year 2024

| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fis | scal |
|--|------|
| year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency | / |
| employees, and their position breakdown (SPSA, PSA). * | |

Yes

No

| 9/20/24, 4:51 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-------------------------|---|
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| | |
| Fiscal Year 2025 Goal S | etting *NEW* |
| | isory Council Members, your agency is to assess their historical representation and develop their own |

| 84. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 0 |
| | The value must be a number |
| 85. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 87. | Total number of Hispanic Employees to be recruited in FY25: * |
| | 0 |
| | The value must be a number |
| 88. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 89. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 90. | Total number of Asian American Employees to be recruited in FY25: * |
| | 0 |
| | The value must be a number |
| 91. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |

| 92. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
|---|
| 0 |
| The value must be a number |
| 93. Total number of Native American Employees to be recruited in FY25: * |
| 0 |
| The value must be a number |
| 94. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| 95. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| 0 |
| Closing |
| 96. Is your agency listed in the State Services Assurance Act? |
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| ○ Yes |
| ■ No |
| 97. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |
| |
| |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses LABOR RELATIONS BOARD

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 7. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|--|
| 3 |
| The value must be a number |
| 8. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| 0 |
| The value must be a number |
| 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| 0 |
| The value must be a number |
| 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| 0 |
| The value must be a number |
| 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| 0 |
| The value must be a number |
| 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| 0 |
| The value must be a number |
| 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| 2 |
| The value must be a number |

| The value must be a number 15. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American.* 16. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic.* 17. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * 18. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * 19. The value must be a number 19. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * 10. The value must be a number 18. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * 10. The value must be a number 18. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * 19. The value must be a number included the continued of the province of the survey a structured interviewe panels and interviewers. For purposes of this survey, a structured interviewe panel includes CMS certified interviewers assigned to conduct interviews in for purposes of this survey, a structured interviewer panel includes CMS certified interviewers assigned to conduct interviews. In other words, if a panel conducted 50 interviews for one position, that courts as one interview panel scale the question in the garded by one structured interviews for one position, that courts as one interview panel scale the question in the garded position of the province interviewer panels and interviewers as of June 30, 2024? * 19. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * 19. How many employees in your | 14. | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * |
|---|-----|---|
| 15. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American.* [0] The value must be a number 16. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic.* [0] The value must be a number 17. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American.* [0] The value must be a number 18. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American.* [0] The value must be a number Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and intendences. For purposes of this survey, a structured interview panel includes CNS-critified intendences assigned to conduct intendences to fill an employment position. All of the interviews to the place for that inquiar positing are bandled by one sound in other works if a panel conductal of the interview for one position, that counts as one inverses panel. Recent legislation requires this report include demographic information of papilicants as well. We have asked this question in the parks if a panel conducted interview panel asked in question in the parks. If a panel conducted in the structure is a panel conducted in the structure of the province of the position, that counts as one inverses panel. Recent legislation requires this report include demographic information of papilicants as well. We have asked this question in the parks. If a panel conducted interviews as of June 30, 20242. If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9399 here. | | 0 |
| who are African American.* 16. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic.* 17. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American.* 18. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American.* 18. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American.* 19. The value must be a number Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interview panel on their words (if a panel conducted 10 interviews that take place for that singular posting and handled by one structured interview panel in other words (if a panel conducted 10 interviews that passing the posting on the passing the guestion in the pass. You will see these some questions are no longer in the surveys as we undestand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. 19. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 20247 * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | The value must be a number |
| The value must be a number 16. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic.* 0 The value must be a number 17. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * 0 The value must be a number 18. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * 0 The value must be a number Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS certified interviewers assigned to conduct interview to fill an employment position. All of the interviewer that take place for that singular posting are handled by one structured interview panel in other words, if a panel conduct of 10 interviewers for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey are we undestand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. 19. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | 15. | |
| 16. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic.* 17. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American.* 18. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American.* 18. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American.* 19. The value must be a number Agency Recruitment and Outreach The following questions seek data reparding structured interview panels and interviewers: For purposes of this survey, a structured interview panel includes CMS cruitfied interviewes assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include empographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. 19. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | 0 |
| The value must be a number 17. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * 0 The value must be a number 18. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * 0 The value must be a number Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for no position, that counts as one interview panel. Recent legislation requires this report include demographic information of positions as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. 19. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | The value must be a number |
| The value must be a number 17. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * 18. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * 18. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * 19. The value must be a number Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interview as assigned to conduct interviews to fill an employment position of the interview that take place for that singular positing are handled by one structured interview panel not other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. 19. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | 16. | |
| 17. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * 18. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * 19. The value must be a number Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interview to fill an employment position. All of the interviews that take place for that singular positing are handled by one structured interview panel. In other words, if a panel conductive proposition, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. 19. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | 0 |
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| 18. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * O The value must be a number Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. The total conducted 10 interviews that take place for that singular posting are not be interview panel. Rocent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. 19. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | 0 |
| Who are Native American. * Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interview to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. 19. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | The value must be a number |
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| Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. 19. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | 0 |
| The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. 19. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | The value must be a number |
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| If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have |
| | 19. | |
| | | 2 |
| | | The value must be a number |

| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|----------------|---|
| | 0 |
| ī | he value must be a number |
| | |
| | low many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were lispanic? * |
| lt | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | ne value must be a number |
| | low many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian merican? * |
| li | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | ne value must be a number |
| | |
| | low many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native merican? * |
| ľ | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | ne value must be a number |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| | Structured litterview Patiets |
| | law many cortified intensionary participated in at least one structured intension, panel during fiscal year 20242 * |
| | low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| It I | 0 he value must be a number low many African American employees in your agency were certified to conduct structured interviews and participated in |
| I ^t | ne value must be a number low many African American employees in your agency were certified to conduct structured interviews and participated in t least one structured interview panel during fiscal year 2024? * |
| It E | 0 he value must be a number low many African American employees in your agency were certified to conduct structured interviews and participated in |
| I [†] | ne value must be a number low many African American employees in your agency were certified to conduct structured interviews and participated in t least one structured interview panel during fiscal year 2024? * |

| | one structured interview panel during fiscal year 2024? * |
|----|---|
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | How many structured interview panels were convened during fiscal year 2024? * |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| | 0 |
| | 0 The value must be a number |
| | |
| | |
| | The value must be a number |
| | The value must be a number Agency Recruitment and Outreach |
| | The value must be a number |
| | The value must be a number Agency Recruitment and Outreach Internships |
|). | The value must be a number Agency Recruitment and Outreach |
|). | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
|). | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
|). | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
|). | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
|). | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number |

| 32. How many of those interns were Hispanic? * | | |
|--|--|--|
| 0 | | |
| | The value must be a number | |
| 33. | How many of those interns were Asian American? * | |
| | 0 | |
| | The value must be a number | |
| 34. | How many of those interns were Native American? * | |
| | 0 | |
| | The value must be a number | |
| | How many interns did your agency hire during fiscal year 2024? * | |
| | (This may include transitioning into post-summer, full-time PSC's) | |
| | 0 | |
| | The value must be a number | |
| 36. | How many of those interns were African American? * | |
| | 0 | |
| | The value must be a number | |
| 37. | How many of those interns were Hispanic? * | |
| | 0 | |
| | The value must be a number | |
| 38. | How many of those interns were Asian American? * | |
| | 0 | |
| | The value must be a number | |
| 39. | How many of those interns were Native American? * | |
| | 0 | |
| | The value must be a number | |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| | educational credit? * | | |
|--|--|--|--|
| | 0 | | |
| | The value must be a number | | |
| 41. How many of those interns were African American? * | | | |
| | 0 | | |
| | The value must be a number | | |
| 42. How many of those interns were Hispanic? * | | | |
| | 0 | | |
| | The value must be a number | | |
| 43. | 43. How many of those interns were Asian American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 44. | 44. How many of those interns were Native American? * | | |
| | 0 | | |
| | The value must be a number | | |
| | | | |
| | | | |
| | Agency Recruitment and Outreach | | |
| | Higher Education and Marketing Outreach | | |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | | |
| | ○ Yes | | |
| | No | | |
| | Our agency does not track that information. | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| | | | |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * | | |
|--|--|--|
| Yes | | |
| ■ No | | |
| Our agency does not track that information. | | |
| No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * | | |
| Yes | | |
| ■ No | | |
| Our agency does not track that information. | | |
| No, but our agency would like to request support in building relationships with these colleges and universities | | |
| 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * | | |
| Yes | | |
| No No | | |
| Our agency does not track that information. | | |
| No, but our agency would like to request support in building relationships with these colleges and universities. | | |

| 49. | 9. Please select all Illinois Community Colleges that you conducted outreach with. * | | |
|-----|--|---|--|
| | | Black Hawk College, Moline | |
| | | CCC Richard J. Daley College | |
| | | CCC Kennedy-King College | |
| | | CCC Malcolm X College | |
| | | CCC Olive-Harvey College | |
| | | CCC Harry S. Truman College | |
| | | CCC Harold Washington College | |
| | | CCC Wilbur Wright College | |
| | | Danville Area Community College, Danville | |
| | | College of DuPage, Glen Ellyn | |
| | | East St. Louis Community College Center, East St. Louis | |
| | | Elgin Community College, Elgin | |
| | | Harper College, Palatine | |
| | | Heartland Community College, Normal | |
| | | Highland Community College, Freeport | |
| | | Illinois Central College, East Peoria | |
| | | IL Eastern Community Colleges, Olney | |
| | | Frontier Community College, Fairfield | |
| | | Lincoln Trail College, Robinson | |
| | | Olney Central College, Olney | |
| | | Wabash Valley College, Mt. Carmel | |
| | | IL Valley Community College, Oglesby | |
| | | Joliet Junior College, Joliet | |
| | | Kankakee Community College, Kankakee | |
| | | Kaskaskia College, Centralia | |
| | | Kishwaukee College, Malta | |
| | | College of Lake County, Grayslake | |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| V | None of the above |

| 50. | 0. Please select all Public State Universities that you conducted outreach with. * | | |
|-----|--|--|--|
| | | Chicago State University | |
| | | Eastern Illinois University | |
| | | Governors State University | |
| | | Illinois State University | |
| | | Northeastern Illinois University | |
| | | Northern Illinois University | |
| | | Southern Illinois University Carbondale | |
| | | Southern Illinois University Edwardsville | |
| | | University of Illinois Chicago | |
| | | University of Illinois Springfield | |
| | | University of Illinois Urbana-Champaign | |
| | | Western Illinois University | |
| | | All the above | |
| | ~ | None of the above | |
| 51. | hirir Pleas | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ag efforts (community organizations, non-profits, etc.) See provide answers as a semi-colon separated list. See note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | |
| | | nois Department of Central Management Services: Hispanic Employment Plan Advisory Council; African American Employment Plan Advisory Council; an American Employment Plan Advisory Council; Native American Employment Plan Advisory Council | |
| | | | |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

| inc | individuals of the following race or ethnicity? * | | | |
|--|---|-----|----|--|
| | | Yes | No | |
| | frican merican | 0 | | |
| Н | ispanic | 0 | • | |
| А | sian American | 0 | • | |
| | lative merican | | • | |
| Am | 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A | | | |
| His | 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * | | | |
| | Hiring/Promotion | | | |
| | Interviews Creating Policies | | | |
| V | N/A | | | |
| 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the American community during fiscal year 2024, in which areas did that person have decision-making authority? (Cher that apply) * | | | | |
| | Hiring/Promotion | | | |
| | Interviews | | | |
| | Creating Policies | | | |
| ~ | N/A | | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 |
| The value must be a number |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

0

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget** to adorn job fair booths with engaging givea- ways Overtime for employees to conduct outreach outside of normal business hours in these communities **PEERS Update for Fiscal Year 2024** 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * Yes No 64. What was the total number of employees for your agency in FY24? * 15 The value must be a number 65. What was the total number of African American employees at your agency? * 3 The value must be a number 66. What was the total number of African American Senior Public Administrators at your agency? *

| 7. What was the total number of African American Public Service Administrators at your agency? * | | |
|--|--|--|
| 2 | | |
| The value must be a number | | |
| 68. What was the total number of Hispanic employees at your agency? * | | |
| | | |
| The value must be a number | | |
| The value must be a number | | |
| 9. What was the total number of Hispanic Senior Public Administrators at your agency? * | | |
| 0 | | |
| The value must be a number | | |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * | | |
| | | |
| The value must be a number | | |
| The value must be a number | | |
| 71. What was the total number of Asian American employees at your agency? * | | |
| 2 | | |
| The value must be a number | | |
| | | |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * | | |
| 1 | | |
| The value must be a number | | |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * | | |
| 1 | | |
| The value must be a number | | |
| | | |
| 74. What was the total number of Native American employees at your agency? * | | |
| 0 | | |
| The value must be a number | | |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * | | |
| 0 | | |
| The value must be a number | | |

| 76. What was the total num | nber of Native American Public | Service Administrators at your agency? * |
|----------------------------|--------------------------------|--|
|----------------------------|--------------------------------|--|

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

97. Total number of additional African American Employees to be recruited in FY25: *

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 2 | | | |
|----------------------------|--|--|--|
| The value must be a number | | | |

98. Of those, how many will be Senior Public Administrators? *

0

The value must be a number

99. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? *

1

The value must be a number

| 100. | Total number of Hispanic Employees to be recruited in FY25: * |
|------|---|
| | 2 |
| | The value must be a number |
| 101. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 102. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 103. | Total number of Asian American Employees to be recruited in FY25: * |
| | 2 |
| | The value must be a number |
| 104. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 105. | Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 106. | Total number of Native American Employees to be recruited in FY25: * |
| | 2 |
| | The value must be a number |
| 107. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| 108. | Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 1 |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|--|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| No No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses LIQUOR CONTROL COMMISSION

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 7. P | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|--------|--|
| | 2 |
| Tł | ne value must be a number |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview tho are African American, Asian American, Hispanic, and/or Native American. * |
| | 1 |
| Th | ne value must be a number |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview ho are African American. * |
| | 1 |
| Th | ne value must be a number |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview ho are Hispanic. * |
| | 0 |
| Th | ne value must be a number |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview ho are Asian American. * |
| | 0 |
| Tł | ne value must be a number |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview ho are Native American. * |
| | 0 |
| Tł | ne value must be a number |
| 13. Pi | rovide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 2 |
| Th | ne value must be a number |

| Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | |
|--|--|--|
| 1 | | |
| The value must be a number | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | |
| 1 | | |
| The value must be a number | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | |
| 0 | | |
| The value must be a number | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | |
| 0 | | |
| The value must be a number | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | |
| 0 | | |
| The value must be a number | | |
| | | |
| Agency Recruitment and Outreach | | |
| The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | |
| | | |
| How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | | |
| How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |

| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|-----------------|--|
| | |
| | 2 |
| T | he value must be a number |
| | low many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were lispanic? * |
| lt | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| Ι | he value must be a number |
| | low many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| lt | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | he value must be a number |
| | 0 |
| T | he value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Agency Recruitment and Outreach Structured Interview Panels |
| | |
| | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| lt | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * Tyour agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| I | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * Tyour agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| I th | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * Tyour agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. The value must be a number How many African American employees in your agency were certified to conduct structured interviews and participated in |
| I th | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * Tyour agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. The value must be a number How many African American employees in your agency were certified to conduct structured interviews and participated in t least one structured interview panel during fiscal year 2024? * |

| 11 . | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|--------|--|
| | |
| Th | e value must be a number |
| | |
| | ow many Asian American employees in your agency were certified to conduct structured interviews and participated in at ast one structured interview panel during fiscal year 2024? * |
| lf : | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| Th | e value must be a number |
| | ow many Native American employees in your agency were certified to conduct structured interviews and participated in least one structured interview panel during fiscal year 2024? * |
| lf : | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| Th | |
| | e value must be a number ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| lf : | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| lf : | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| lf : | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| lf : | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| lf : | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| lf : | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 e value must be a number |
| If y | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Be a number Agency Recruitment and Outreach Internships |
| If : | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 e value must be a number Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * |
| If: | by many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. By the value must be a number Agency Recruitment and Outreach Internships By many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| H (TI | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * his may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| H (TI | by many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. By the value must be a number Agency Recruitment and Outreach Internships By many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| H (TI | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * his may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| H (TII | ow many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 4 e value must be a number |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 1 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 0 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |

| 40. | How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * |
|-----|---|
| | 0 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 0 |
| į | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 0 |
| Ī | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving nstitution of higher learning? * |
| | Yes |
| | ○ No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|------------|---|
| | \bigcirc | Yes |
| | 0 | No |
| | 0 | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | 0 | Yes |
| | 0 | No |
| | 0 | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |

| 49. Please select all Illinois Community Colleges that you conducted outreach with. * | | | | |
|---|--|--|--|--|
| Bla | ack Hawk College, Moline | | | |
| co | CC Richard J. Daley College | | | |
| co | CC Kennedy-King College | | | |
| ✓ CC | CC Malcolm X College | | | |
| co | CC Olive-Harvey College | | | |
| co | CC Harry S. Truman College | | | |
| CC | CC Harold Washington College | | | |
| co | CC Wilbur Wright College | | | |
| Da | anville Area Community College, Danville | | | |
| Co | ollege of DuPage, Glen Ellyn | | | |
| Ea | ast St. Louis Community College Center, East St. Louis | | | |
| Elg | gin Community College, Elgin | | | |
| Ha | arper College, Palatine | | | |
| He | eartland Community College, Normal | | | |
| Hi | ighland Community College, Freeport | | | |
| 1lli | inois Central College, East Peoria | | | |
| IL | Eastern Community Colleges, Olney | | | |
| Fre | ontier Community College, Fairfield | | | |
| Lir | ncoln Trail College, Robinson | | | |
| OI | lney Central College, Olney | | | |
| W | abash Valley College, Mt. Carmel | | | |
| IL | Valley Community College, Oglesby | | | |
| Jo | liet Junior College, Joliet | | | |
| Ka | ankakee Community College, Kankakee | | | |
| Ka | askaskia College, Centralia | | | |
| Kis | shwaukee College, Malta | | | |
| Co | ollege of Lake County, Grayslake | | | |

Southeastern Illinois College, Harrisburg

Waubonsee Community College, Sugar Grove

John Wood Community College, Quincy

Spoon River College, Canton

Triton College, River Grove

All of the above

None of the above

Southwestern Illinois College, Belleville (formerly Belleville Area College)

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|------|--|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | ~ | None of the above |
| | | |
| | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) |
| | | e provide answers as a semi-colon separated list. e note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | | |
| | N// | |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

| individuals of the following | ng race or ethnicity? * | |
|------------------------------|-------------------------|--|
| | Yes | No |
| African American | 0 | |
| Hispanic | 0 | |
| Asian American | 0 | |
| Native American | 0 | |
| | | inating recruitment outreach to individuals from the African I that person have decision-making authority? (Check all |
| | | inating recruitment outreach to individuals from the that person have decision-making authority? (Check all that |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | | inating recruitment outreach to individuals from the Asian I that person have decision-making authority? (Check all |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| N/A | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| |
| |
| The value must be a number |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| |
| The value must be a number |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | 0 |

PEERS Update for Fiscal Year 2024

| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * |
|---|
| Yes |
| ○ No |
| 64. What was the total number of employees for your agency in FY24? * |
| 51 |
| The value must be a number |
| 65. What was the total number of African American employees at your agency? * |
| 13 |
| The value must be a number |
| 66. What was the total number of African American Senior Public Administrators at your agency? * |
| 2 |
| The value must be a number |

| 67. | What was the total number of African American Public Service Administrators at your agency? * |
|-----|---|
| | 3 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 7 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 0 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 1 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |

| 76. What was the total number of Native American Pub | ic Service Administrators at your agency? * |
|--|---|
|--|---|

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 6 | |
|--------------|--|
| The value m | nust be a number |
| 8. Of those, | how many will be Senior Public Administrators? * |
| | |
| 1 | |

The value must be a number

Administrators? *

0

| 100. Total | number of Hispanic Employees to be recruited in FY25: " |
|------------|--|
| 3 | |
| The va | alue must be a number |
| 101. Of th | nose, how many will be Senior Public Service Administrators? * |
| 1 | |
| The va | alue must be a number |
| 102. Of th | ne total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 0 | |
| The va | alue must be a number |
| 103. Total | number of Asian American Employees to be recruited in FY25: * |
| 1 | |
| The va | alue must be a number |
| 104. Of th | nose, how many will be Senior Public Service Administrators? * |
| 0 | |
| The va | alue must be a number |
| 105. Of th | ne total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| 0 | |
| The va | alue must be a number |
| 106. Total | number of Native American Employees to be recruited in FY25: * |
| 1 | |
| The va | alue must be a number |
| 107. Of th | nose, how many will be Senior Public Service Administrators? * |
| 0 | |
| 108. Of th | ne total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| 0 | |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|--|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| ○ Yes |
| No No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| □ I Agree |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses LOTTERY

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities, that routinely include selecting job candidates for interviews. |
|-----|---|
| | 0 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 0 |
| | The value must be a number |

| 14. | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * |
|-----|--|
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| | 0 |
| | The value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| 19. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 26 |
| | The value must be a number |

| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|---|---|
| | 4 |
| | 4 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 2 |
| | The value must be a number |
| • | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 1 |
| | The value must be a number |
| | |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| | |
| | Structured Interview Panels |
| | |
| | |
| | Structured Interview Panels |
| • | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| • | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 7 The value must be a number How many African American employees in your agency were certified to conduct structured interviews and participated in |
| | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 7 The value must be a number |
| | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 7 The value must be a number How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |

| ٠, ١. | Olvio 1 124 Employment Flans & Dillingual Needs, Dillingual Flay Affilial Outvey |
|-------|--|
| 26. | How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 1 |
| | The value must be a number |
| 27. | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 1 |
| | The value must be a number |
| 28. | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| 29. | How many structured interview panels were convened during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 11 |
| | The value must be a number |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Internships |
| 30. | How many paid interns did your agency hire during fiscal year 2024? * |
| 50. | (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| | 0 |
| | The value must be a number |
| | |
| 31. | How many of those interns were African American? * |
| | 0 |
| | |

| 32. | How many of those interns were Hispanic? * | | |
|-----|--|--|--|
| | 0 | | |
| | The value must be a number | | |
| 33. | How many of those interns were Asian American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 34. | How many of those interns were Native American? * | | |
| | 0 | | |
| | The value must be a number | | |
| | How many interns did your agency hire during fiscal year 2024? * | | |
| | (This may include transitioning into post-summer, full-time PSC's) | | |
| | 0 | | |
| | The value must be a number | | |
| 36. | How many of those interns were African American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 37. | How many of those interns were Hispanic? * | | |
| | 0 | | |
| | The value must be a number | | |
| 38. | How many of those interns were Asian American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 39. | How many of those interns were Native American? * | | |
| | 0 | | |
| | The value must be a number | | |

| | . How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | | | | |
|-----|--|--|--|--|--|
| | 0 | | | | |
| | The value must be a number | | | | |
| 41. | How many of those interns were African American? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 42. | How many of those interns were Hispanic? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 43. | How many of those interns were Asian American? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 44. | How many of those interns were Native American? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| | | | | | |
| | | | | | |
| | Agency Recruitment and Outreach | | | | |
| | Higher Education and Marketing Outreach | | | | |
| | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | | | | |
| | ○ Yes | | | | |
| | No No | | | | |
| | Our agency does not track that information. | | | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | | | |
| | | | | | |

| | 16. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * | | |
|---------|--|--|--|
| 0 | Yes | | |
| | No | | |
| 0 | Our agency does not track that information. | | |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| 47 Dog | s your agency identify and then conduct outroach with Hispanic Conting Institutions of higher education in Illinois? * | | |
| 47. DOE | es your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * | | |
| 0 | Yes | | |
| | No | | |
| \circ | Our agency does not track that information. | | |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities | | |
| 40 D- | | | |
| 48. DOE | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * | | |
| 0 | Yes | | |
| | No | | |
| 0 | Our agency does not track that information. | | |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities. | | |

| 49. | 49. Please select all Illinois Community Colleges that you conducted outreach with. * | | | | |
|-----|---|---|--|--|--|
| | | Black Hawk College, Moline | | | |
| | | CCC Richard J. Daley College | | | |
| | | CCC Kennedy-King College | | | |
| | | CCC Malcolm X College | | | |
| | | CCC Olive-Harvey College | | | |
| | | CCC Harry S. Truman College | | | |
| | | CCC Harold Washington College | | | |
| | | CCC Wilbur Wright College | | | |
| | | Danville Area Community College, Danville | | | |
| | | College of DuPage, Glen Ellyn | | | |
| | | East St. Louis Community College Center, East St. Louis | | | |
| | | Elgin Community College, Elgin | | | |
| | | Harper College, Palatine | | | |
| | | Heartland Community College, Normal | | | |
| | | Highland Community College, Freeport | | | |
| | | Illinois Central College, East Peoria | | | |
| | | IL Eastern Community Colleges, Olney | | | |
| | | Frontier Community College, Fairfield | | | |
| | | Lincoln Trail College, Robinson | | | |
| | | Olney Central College, Olney | | | |
| | | Wabash Valley College, Mt. Carmel | | | |
| | | IL Valley Community College, Oglesby | | | |
| | | Joliet Junior College, Joliet | | | |
| | | Kankakee Community College, Kankakee | | | |
| | | Kaskaskia College, Centralia | | | |
| | | Kishwaukee College, Malta | | | |
| | | College of Lake County, Grayslake | | | |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| V | None of the above |

| 50. | 0. Please select all Public State Universities that you conducted outreach with. * | | | |
|-----|---|--|--|--|
| | Chicago State University | | | |
| | | Eastern Illinois University | | |
| | | Governors State University | | |
| | | Illinois State University | | |
| | | Northeastern Illinois University | | |
| | | Northern Illinois University | | |
| | | Southern Illinois University Carbondale | | |
| | | Southern Illinois University Edwardsville | | |
| | | University of Illinois Chicago | | |
| | | University of Illinois Springfield | | |
| | | University of Illinois Urbana-Champaign | | |
| | | Western Illinois University | | |
| | | All the above | | |
| | V | None of the above | | |
| | | | | |
| 51. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) | | |
| | Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | | |
| | | e Lottery provides all postings, approximately 20 per year, to the DHR, CMS, and the IAHSE via email for these organizations to distribute to their mbers. | | |
| | | | | |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | | Yes | No | |
|---|---|-----|----|--|
| | African American | 0 | • | |
| | Hispanic | 0 | | |
| | Asian American | 0 | | |
| | Native American | | | |
| 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the American community during fiscal year 2024, in which areas did that person have decision-making authority? (Cluthat apply) ★ Hirring/Promotion Interviews Creating Policies | | | | |
| | 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all the apply) * Hiring/Promotion Interviews Creating Policies | | | |
| 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the American community during fiscal year 2024, in which areas did that person have decision-making authority? (Chec that apply) * Hiring/Promotion Interviews Creating Policies | | | | |
| | | | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 |
| The value must be a number |
| |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | | No | | |
|-----|---|----------|----|--|--|
| | Registration fees for job fairs in these communities | 0 | | | |
| | Budget to adorn job fair booths with engaging give- a- ways | 0 | | | |
| | Overtime for employees to conduct outreach outside of normal business hours in these communities | | | | |
| | | | | | |
| | PEERS Update for Fiscal Y | ear 2024 | | | |
| | 53. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * | | | | |
| | Yes | | | | |
| | ○ No | | | | |
| 64. | 64. What was the total number of employees for your agency in FY24? * | | | | |
| | 174 | | | | |
| | The value must be a number | | | | |
| 65. | What was the total number of African American employees at your agency? * | | | | |
| | 24 | | | | |
| | The value must be a number | | | | |
| 66. | What was the total number of African American Senior Public Administrators at your agency? * | | | | |
| | 1 | | | | |

The value must be a number

| 67. | What was the total number of African American Public Service Administrators at your agency? * |
|-----|---|
| | 1 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 15 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 1 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 4 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 1 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 0 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |

| What was the total number of Native American Pt | ublic Service A | dministrators at v | our agency? * |
|---|-----------------|--------------------|---------------|
|---|-----------------|--------------------|---------------|

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

The value must be a number

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 1 |
| | The value must be a number |
| | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |

| 100. 10 | otal number of Hispanic Employees to be recruited in FY25: " |
|---------|---|
| | 0 |
| Th | ne value must be a number |
| 101. O | f those, how many will be Senior Public Service Administrators? * |
| | 0 |
| Th | e value must be a number |
| 102. O | f the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| Th | ne value must be a number |
| 103. To | otal number of Asian American Employees to be recruited in FY25: * |
| | 2 |
| Th | ne value must be a number |
| 104. O | f those, how many will be Senior Public Service Administrators? * |
| | 0 |
| Th | ne value must be a number |
| 105. O | f the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| Th | ne value must be a number |
| 106. To | otal number of Native American Employees to be recruited in FY25: * |
| | 0 |
| Th | ne value must be a number |
| 107. O | f those, how many will be Senior Public Service Administrators? * |
| Ñ | 0 |
| 108. O | f the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? | | |
|--|--|--|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 | | |
| ○ Yes | | |
| No No | | |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * | | |
| □ Agree | | |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses MILITARY AFFAIRS

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 4 |
|---|
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| 0 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| 0 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| 0 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| 0 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| 0 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| 4 |
| The value must be a number |
| |

| 14. | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | |
|-----|--|--|--|
| | 0 | | |
| | The value must be a number | | |
| 15. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | |
| | 0 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | |
| | 0 | | |
| | The value must be a number | | |
| 17. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | |
| | 0 | | |
| | The value must be a number | | |
| 18. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | |
| | 0 | | |
| | The value must be a number | | |
| | | | |
| | Agency Recruitment and Outreach | | |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | |
| 19. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 54 | | |
| | The value must be a number | | |

| 20. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
|-----|--|
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| | The value must be a number |
| 21. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| 22. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| 23. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| 24. | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| 25. | How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | |

| How ma least one If your age | must be a number ny Asian American employees in your agency were certified to conduct structured interviews and participated in at e structured interview panel during fiscal year 2024? * ency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|------------------------------------|---|
| How ma least one If your age | ny Asian American employees in your agency were certified to conduct structured interviews and participated in at e structured interview panel during fiscal year 2024? * |
| least one If your age | e structured interview panel during fiscal year 2024? * |
| least one If your age | |
| 0 | ency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| The value | |
| | must be a number |
| | ny Native American employees in your agency were certified to conduct structured interviews and participated in one structured interview panel during fiscal year 2024? * |
| If your age | ency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value | must be a number |
| | |
| How ma | ny structured interview panels were convened during fiscal year 2024? * |
| If your age | ency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 20 | |
| The value | must be a number |
| | |
| | |
| | |
| Δ | gency Recruitment and Outreach |
| | ernships |
| | |
| Цом та | ny paid interns did your agency hire during fiscal year 2024? * |
| | include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| (Tills Tildy | Telade emb biversity & inclusion community rainter as well as early and any other internsy |
| 0 | |
| The value | must be a number |
| | |
| | ny of those interns were African American? * |
| How ma | |
| How ma | |

| 32. | How many of those interns were Hispanic? * |
|-----|---|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) |
| | 0 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| | educational credit? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * |
| | ○ Yes |
| | No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|-----|---|
| | 0 | Yes |
| | | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | 0 | Yes |
| | | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities |
| | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | 0 | Yes |
| | | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

Waubonsee Community College, Sugar Grove

John Wood Community College, Quincy

All of the above

None of the above

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|------|--|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | ~ | None of the above |
| | | |
| | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) |
| | | e provide answers as a semi-colon separated list. e note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | | |
| | NO | NE . |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|---------------------|
| African American | 0 | • |
| Hispanic | 0 | (a) |
| Asian American | 0 | • |
| Native American | 0 | |
| | responsible for coordinating recruitment outreach to ir 2024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to ir 024, in which areas did that person have decision-makin | |
| | y responsible for coordinating recruitment outreach to ir 2024, in which areas did that person have decision-makir | |
| ✓ N/A | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 |
| The value must be a number |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | O | • |
| Budget to adorn job fair booths with engaging give- a- ways | 0 | • |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | • |

PEERS Update for Fiscal Year 2024

| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fisc | al |
|---|----|
| year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency | |
| employees, and their position breakdown (SPSA, PSA). * | |

Yes

(No

| 9/20/24, 4:58 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|---|---|
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| | |
| Fiscal Year 2025 Goal S | etting *NEW* |
| As requested by Employment Plan Adv plans for growth. My agency's goal for | isory Council Members, your agency is to assess their historical representation and develop their own increased representation: |

| 84. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 0 |
| | The value must be a number |
| 85. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 87. | Total number of Hispanic Employees to be recruited in FY25: * |
| | 0 |
| | The value must be a number |
| 88. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 89. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 90. | Total number of Asian American Employees to be recruited in FY25: * |
| | 0 |
| | The value must be a number |
| 91. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |

| Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
|--|
| 0 |
| The value must be a number |
| 3. Total number of Native American Employees to be recruited in FY25: * |
| 0 |
| The value must be a number |
| 4. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| 5. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| 0 |
| |
| |
| Closing |
| 6. Is your agency listed in the State Services Assurance Act? |
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| O Yes |
| Yes |
| ● No |
| 7. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |
| |
| |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses NATURAL RESOURCES

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 0 |
|---|
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| 0 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| 0 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| 0 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| 0 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| 0 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| 3 |
| The value must be a number |
| |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| The v | |
|---------|--|
| | alue must be a number |
| | ide the total number of employees with responsibilities that routinely include employment outreach and recruitment are African American. * |
| 1 | |
| The v | alue must be a number |
| | ide the total number of employees with responsibilities that routinely include employment outreach and recruitment are Hispanic. * |
| 1 | |
| The v | alue must be a number |
| | ide the total number of employees with responsibilities that routinely include employment outreach and recruitment are Asian American. * |
| 0 | |
| The v | alue must be a number |
| | ide the total number of employees with responsibilities that routinely include employment outreach and recruitment |
| | are Native American. * |
| 0 | |
| 0 | are Native American. * alue must be a number |
| 0 | |
| 0 | alue must be a number |
| 0 The v | Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have |
| 0 The v | Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| 0 The v | Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. The following questions seek data regarding structured interviews as of June 30, 2024? * regency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |

| 11:37 AM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|---------------------------------|--|
| 0. How many empl American? * | loyees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African |
| If your agency does | not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 3 | |
| The value must be a | a number |
| 1. How many empl Hispanic? * | loyees in your agency who were certified to conduct structured interviews as of June 30, 2024 were |
| If your agency does | not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 2 | |
| The value must be a | number |
| 2. How many empl American? * | loyees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian |
| If your agency does | not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value must be a | number |
| 3. How many empl American? * | loyees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native |
| If your agency does | not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value must be a | number |
| | |
| | |
| | Recruitment and Outreach |
| | fied interviewers participated in at least one structured interview panel during fiscal year 2024? * not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 130 | |
| The value must be a | number |
| | an American employees in your agency were certified to conduct structured interviews and participated in ctured interview panel during fiscal year 2024? * |
| If your agency does | not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value must be a | number |

| , | How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | |
|---|---|--|--|
| ı | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 3 | | |
| | The value must be a number | | |
| | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at east one structured interview panel during fiscal year 2024? * | | |
| ı | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 0 | | |
| | The value must be a number | | |
| | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | |
| ١ | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 0 | | |
| | The value must be a number | | |
| 9 | How many structured interview panels were convened during fiscal year 2024? * | | |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 1338 | | |
| - | The value must be a number | | |
| | | | |
| | | | |
| | | | |
| | Agency Recruitment and Outreach | | |
| | Agency Recruitment and Outreach | | |
| | | | |
| | Internships How many paid interns did your agency hire during fiscal year 2024? * | | |
| | Internships | | |
| | Internships How many paid interns did your agency hire during fiscal year 2024? * | | |
| | Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | | |
| | Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | | |
| | Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 6 The value must be a number | | |

| 32. How many of those interns were Hispanic? * |
|--|
| 1 |
| The value must be a number |
| 33. How many of those interns were Asian American? * |
| 0 |
| The value must be a number |
| 34. How many of those interns were Native American? * |
| 0 |
| The value must be a number |
| 35. How many interns did your agency hire during fiscal year 2024? * (This may include transitioning into post-summer, full-time PSC's) |
| 0 |
| The value must be a number |
| 36. How many of those interns were African American? * |
| 0 |
| The value must be a number |
| 37. How many of those interns were Hispanic? * |
| 0 |
| The value must be a number |
| 38. How many of those interns were Asian American? * |
| 0 |
| The value must be a number |
| 39. How many of those interns were Native American? * |
| 0 |
| The value must be a number |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| | educational credit? * | | |
|----------------------------|--|--|--|
| 0 | | | |
| The value must be a number | | | |
| 41. | How many of those interns were African American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 42. | How many of those interns were Hispanic? * | | |
| | 0 | | |
| | The value must be a number | | |
| 43. | How many of those interns were Asian American? * | | |
| | 0. | | |
| | The value must be a number | | |
| 44. | How many of those interns were Native American? * | | |
| | 0 | | |
| | The value must be a number | | |
| | | | |
| | | | |
| | Agency Recruitment and Outreach | | |
| | Higher Education and Marketing Outreach | | |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | | |
| | Yes | | |
| | ○ No | | |
| | Our agency does not track that information. | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| | | | |

| 46. | 6. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * | | |
|-----|---|--|--|
| | 0 | Yes | |
| | 0 | No | |
| | 0 | Our agency does not track that information. | |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. | |
| | | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * | |
| | | Yes | |
| | 0 | No | |
| | 0 | Our agency does not track that information. | |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities | |
| | | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * | |
| | 0 | Yes | |
| | 0 | No | |
| | 0 | Our agency does not track that information. | |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. | |
| | | | |

| 49. Please select all Illinois Community Colleges that you conducted outreach with. * | | | |
|---|---|--|--|
| | Black Hawk College, Moline | | |
| | CCC Richard J. Daley College | | |
| | CCC Kennedy-King College | | |
| | CCC Malcolm X College | | |
| | CCC Olive-Harvey College | | |
| | CCC Harry S. Truman College | | |
| | CCC Harold Washington College | | |
| | CCC Wilbur Wright College | | |
| | Danville Area Community College, Danville | | |
| | College of DuPage, Glen Ellyn | | |
| | East St. Louis Community College Center, East St. Louis | | |
| | Elgin Community College, Elgin | | |
| | Harper College, Palatine | | |
| | Heartland Community College, Normal | | |
| | Highland Community College, Freeport | | |
| | Illinois Central College, East Peoria | | |
| | IL Eastern Community Colleges, Olney | | |
| | Frontier Community College, Fairfield | | |
| | Lincoln Trail College, Robinson | | |
| | Olney Central College, Olney | | |
| | Wabash Valley College, Mt. Carmel | | |
| | IL Valley Community College, Oglesby | | |
| | Joliet Junior College, Joliet | | |
| | Kankakee Community College, Kankakee | | |
| | Kaskaskia College, Centralia | | |
| | Kishwaukee College, Malta | | |
| ~ | College of Lake County, Gravslake | | |

13/24

None of the above

| 50. |). Please select all Public State Universities that you conducted outreach with. * | | | | |
|--|--|--|--|--|---|
| | Chicago State University | | | | |
| | | Eastern Illinois University | | | |
| | | Governors State University | | | |
| Illinois State University | | | | | |
| | | Northeastern Illinois University | | | |
| | | Northern Illinois University | | | |
| | | Southern Illinois University Carbondale | | | |
| | Southern Illinois University Edwardsville | | | | |
| University of Illinois Chicago | | | | | |
| | | University of Illinois Springfield | | | |
| | | University of Illinois Urbana-Champaign | | | |
| | | Western Illinois University | | | |
| | _ | All the above | | | |
| 51. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | | | | |
| | | nicago White Sox pringfield Urban League | | | |
| | - C | nicago Park District | | | |
| | | hicago Grows Food hicago Children's Museum | | | |
| | | hicago Field Museum | | | |
| Keller Science Action Center Sierra Club Illinois Chapter Healthy Chicago Equity Zones Green Latinos | | | | | |
| | | | | | hicago Hegewisch Lions Club Isen Mental Wellness |
| | | | | | inois Conservation Foundation |
| | - DI | mois conservation roundation | | | |
| | | nalanx Family Services | | | |
| | • Ri | nalanx Family Services ncon Family Services | | | |
| | • Ri | nalanx Family Services | | | |
| | • Ri • Ci • Ti • Yi | nalanx Family Services Incon Family Services | | | |
| | • Ri • Co • TI • YI • M | nalanx Family Services Incon Family Services Dook County Forest Preserves The Nature Conservancy MCA Springfield Determinent of the Nature Reclamation District | | | |
| | • Ri • Co • TI • YI • M • TI | nalanx Family Services Incon Family Services | | | |
| | • Ri • Co • TH • YI • M • TH • H | nalanx Family Services ncon Family Services pok County Forest Preserves ne Nature Conservancy MCA Springfield letropolitan Water Reclamation District ne Great Lakes Pigeon Rescue ne National Park Service ne gewisch Veterans Memorial | | | |
| | • Ri • Co • Th • YI • M • Th • Th • H | nalanx Family Services ncon Family Services pok County Forest Preserves ne Nature Conservancy MCA Springfield letropolitan Water Reclamation District ne Great Lakes Pigeon Rescue ne National Park Service | | | |

Recruitment Coordination

| 52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity? * | | |
|--|-----|---|
| | Yes | No |
| African American | • | 0 |
| Hispanic | • | 0 |
| Asian American | • | 0 |
| Native American | • | |
| | | ordinating recruitment outreach to individuals from the Africar did that person have decision-making authority? (Check all |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| N/A | | |
| 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check a apply) * | | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| N/A | | |
| | | |

| 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| ✓ Creating Policies |
| N/A |
| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
| Interviews |
| ✓ Creating Policies |
| N/A |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 2 |
| The value must be a number |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |

| 60. How many of those employ | ees were Asian American? * | |
|--|---|---|
| 0 | | |
| The value must be a number | | |
| 61. How many of those employ | ees were Native American? * | |
| 0 | | |
| The value must be a number | | |
| | include an allocation for the following Americans, and Native Americans in t | items related to improving the representation of African he workforce? * |
| | Yes | No |
| Registration fees for job fairs in these communities | 0 | |
| Budget to adorn job fair booths with engaging give- a- ways | 0 | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | |
| | | |
| PEERS Update f | or Fiscal Year 2024 | |
| year 2024? If yes, this will p | | 3. Can your agency provide more updated data for fiscal 24 that gather information on total number of agency |
| Yes | | |
| No | | |
| | | |

Fiscal Year 2025 Goal Setting *NEW*

84. Total number of additional African American Employees to be recruited in FY25: *

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 31 | | | |
|----|--|--|--|
| | | | |

The value must be a number

85. Of those, how many will be Senior Public Administrators? *

1

The value must be a number

86. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? *

1

The value must be a number

| 07. | Total number of Hispanic Employees to be recruited in F125. |
|-----|---|
| | 19 |
| | The value must be a number |
| 88. | Of those, how many will be Senior Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 89. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 90. | Total number of Asian American Employees to be recruited in FY25: * |
| | 6 |
| | The value must be a number |
| 91. | Of those, how many will be Senior Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| | Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| | 1 |
| | The value must be a number |
| 93. | Total number of Native American Employees to be recruited in FY25: * |
| | 0 |
| | The value must be a number |
| 94. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| | |

Closing

96. Is your agency listed in the State Services Assurance Act?

Link to the State Services Assurance Act:

https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2

Yes

No

No

1 Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. *

1 Agree

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses OFFICE OF THE STATE FIRE MARSHAL

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 7. P | rovide the total number of employees with responsibilities. that routinely include selecting Job Candidates for interviews. |
|-------|---|
| | 6 |
| Tł | ne value must be a number |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview ho are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| Th | ne value must be a number |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview ho are African American. * |
| | 0 |
| Th | ne value must be a number |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview ho are Hispanic. * |
| | 0 |
| Th | ne value must be a number |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview ho are Asian American. * |
| | 0 |
| Th | ne value must be a number |
| | rovide the total number of employees with responsibilities that routinely include selecting job candidates for interview ho are Native American. * |
| | 0 |
| Th | ne value must be a number |
| 13. P | rovide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 2 |
| Tł | ne value must be a number |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| value must be a number |
|--|
| vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are African American. * |
| |
| value must be a number |
| vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Hispanic. * |
| |
| value must be a number |
| vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Asian American. * |
| |
| value must be a number |
| vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Native American. * |
| |
| value must be a number |
| |
| Agency Recruitment and Outreach |
| The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| w many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| ur agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| |
| , , , , , , , , , , , , , , , , , , , |

| 9:07 AM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-----------------------------------|--|
| 0. How many emplo American? * | yees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African |
| If your agency does n | ot currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| The value must be a r | number |
| 11. How many emplo Hispanic? * | yees in your agency who were certified to conduct structured interviews as of June 30, 2024 were |
| If your agency does n | ot currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| The value must be a r | number |
| 2. How many emplo American? * | yees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian |
| If your agency does n | ot currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value must be a r | number |
| 3. How many emplo American? * | yees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native |
| If your agency does n | ot currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value must be a r | number |
| | Recruitment and Outreach terview Panels |
| 4. How many certifie | ed interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| If your agency does n | ot currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 18 | |
| The value must be a r | number |
| | n American employees in your agency were certified to conduct structured interviews and participated in cured interview panel during fiscal year 2024? * |
| If your agency does n | ot currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| The value must be a r | number |

| lf | ne structured interview panel during fiscal year 2024? * |
|----|---|
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 1 |
| TI | ne value must be a number |
| | low many Asian American employees in your agency were certified to conduct structured interviews and participated in at east one structured interview panel during fiscal year 2024? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | ne value must be a number |
| | low many Native American employees in your agency were certified to conduct structured interviews and participated in tleast one structured interview panel during fiscal year 2024? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | ne value must be a number |
| T' | 38 he value must be a number |
| | |
| | Agency Recruitment and Outreach |
| Н | Agency Recruitment and Outreach |
| | Agency Recruitment and Outreach Internships |
| (T | Agency Recruitment and Outreach Internships low many paid interns did your agency hire during fiscal year 2024? * |
| (T | Agency Recruitment and Outreach Internships low many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| (T | Agency Recruitment and Outreach Internships Iow many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| Т | Agency Recruitment and Outreach Internships Iow many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 2 The value must be a number |

| 32. | How many of those interns were Hispanic? * | | | |
|-----|--|--|--|--|
| | 0 | | | |
| | The value must be a number | | | |
| 33. | How many of those interns were Asian American? * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 34. | How many of those interns were Native American? * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 35. | How many interns did your agency hire during fiscal year 2024? * | | | |
| | (This may include transitioning into post-summer, full-time PSC's) | | | |
| | 2 | | | |
| | The value must be a number | | | |
| 36. | How many of those interns were African American? * | | | |
| | 1 | | | |
| | The value must be a number | | | |
| 37. | How many of those interns were Hispanic? * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 38. | How many of those interns were Asian American? * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 39. | How many of those interns were Native American? * | | | |
| | 0 | | | |
| | The value must be a number | | | |

| 40. | n many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for cational credit? * | | | | |
|---|--|--|--|--|--|
| | 0 | | | | |
| | The value must be a number | | | | |
| 41. | How many of those interns were African American? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 42. | low many of those interns were Hispanic? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 43. | How many of those interns were Asian American? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 44. How many of those interns were Native American? * | | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| | | | | | |
| | | | | | |
| | Agency Recruitment and Outreach | | | | |
| | Higher Education and Marketing Outreach | | | | |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | | | | |
| | Yes | | | | |
| | ○ No | | | | |
| | Our agency does not track that information. | | | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | | | |
| | | | | | |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|------------|--|
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |

| 49. Please select all Illinois Community Colleges that you conducted outreach with. * | | | | |
|---|--|--|--|--|
| Black Hawk College, Moline | | | | |
| CCC Richard J. Daley College | | | | |
| CCC Kennedy-King College | | | | |
| CCC Malcolm X College | | | | |
| CCC Olive-Harvey College | | | | |
| CCC Harry S. Truman College | | | | |
| CCC Harold Washington College | | | | |
| CCC Wilbur Wright College | | | | |
| Danville Area Community College, Danville | | | | |
| College of DuPage, Glen Ellyn | | | | |
| East St. Louis Community College Center, East St. Louis | | | | |
| Elgin Community College, Elgin | | | | |
| Harper College, Palatine | | | | |
| Heartland Community College, Normal | | | | |
| Highland Community College, Freeport | | | | |
| Illinois Central College, East Peoria | | | | |
| IL Eastern Community Colleges, Olney | | | | |
| Frontier Community College, Fairfield | | | | |
| Lincoln Trail College, Robinson | | | | |
| Olney Central College, Olney | | | | |
| Wabash Valley College, Mt. Carmel | | | | |
| IL Valley Community College, Oglesby | | | | |
| Joliet Junior College, Joliet | | | | |
| Kankakee Community College, Kankakee | | | | |
| Kaskaskia College, Centralia | | | | |
| Kishwaukee College, Malta | | | | |
| College of Lake County, Grayslake | | | | |

| | Lake Land College, Mattoon |
|--------|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| ✓ — | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| | None of the above |

| 50. | 50. Please select all Public State Universities that you conducted outreach with. * | | | | |
|-----|---|---|--|--|--|
| | | Chicago State University | | | |
| | | Eastern Illinois University | | | |
| | | Governors State University | | | |
| | | Illinois State University | | | |
| | | Northeastern Illinois University | | | |
| | | Northern Illinois University | | | |
| | ~ | Southern Illinois University Carbondale | | | |
| | | Southern Illinois University Edwardsville | | | |
| | | University of Illinois Chicago | | | |
| | | University of Illinois Springfield | | | |
| | | University of Illinois Urbana-Champaign | | | |
| | | Western Illinois University | | | |
| | | All the above | | | |
| | | None of the above | | | |
| | 51. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity | | | | |
| | | ng efforts (community organizations, non-profits, etc.) | | | |
| | | e provide answers as a semi-colon separated list. The note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | | |
| | | | | | |
| | | | | | |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|----|
| African American | | |
| Hispanic | | 0 |
| Asian American | | 0 |
| Native American | | |
| | responsible for coordinating recruitment outreach to in 2024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to in 124, in which areas did that person have decision-making | |
| | responsible for coordinating recruitment outreach to in 1024, in which areas did that person have decision-makir | |
| ✓ N/A | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Nativ American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * | <i>i</i> e |
|--|------------|
| Hiring/Promotion | |
| Interviews | |
| Creating Policies | |
| ✓ N/A | |
| | |
| | |
| Agency Budget and Outreach | |
| Tuition Reimbursement and Budget Allocation | |
| [7] Hamman and the state of the | |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * | |
| 1 | |
| The value must be a number | |
| | |
| 58. How many of those employees were African American? * | |
| 0 | |
| The value must be a number | |
| | |
| 59. How many of those employees were Hispanic? * | |
| 0 | |
| The value must be a number | |
| 60. How many of those employees were Asian American? * | |
| 0 | |
| The value must be a number | |
| 61. How many of those employees were Native American? * | |
| 0 | |
| The value must be a number | |
| | |
| | |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | 0 |

PEERS Update for Fiscal Year 2024

| 63. | . CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal |
|-----|---|
| | year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency |
| | employees, and their position breakdown (SPSA, PSA). * |

Yes

No

| 227/24, 9:07 AM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-------------------------|--|
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| | |
| Fiscal Year 2025 Goal S | Settina *NEW* |

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| The value must be a number 85. Of those, how many will be Senior Public Administrators? * 0 The value must be a number 86. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 87. Total number of Hispanic Employees to be recruited in FY25: * 0 The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 0 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number | 84. | Total number of additional African American Employees to be recruited in FY25: * |
|--|-----|--|
| 85. Of those, how many will be Senior Public Administrators? * 0 The value must be a number 86. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 87. Total number of Hispanic Employees to be recruited in FY25: * 0 The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 0 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | 0 |
| The value must be a number 86. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 87. Total number of Hispanic Employees to be recruited in FY25: * 0 The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 0 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | The value must be a number |
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| 86. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 87. Total number of Hispanic Employees to be recruited in FY25: * 0 The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 0 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | 0 |
| Administrators? * 0 The value must be a number 87. Total number of Hispanic Employees to be recruited in FY25: * 0 The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 0 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | The value must be a number |
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| 87. Total number of Hispanic Employees to be recruited in FY25: * 0 The value must be a number 88. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 0 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | 0 |
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| 88. Of those, how many will be Senior Public Service Administrators? * 0 The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 0 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | 0 |
| The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 0 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | The value must be a number |
| The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 0 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | 88. | Of those, how many will be Senior Public Service Administrators? * |
| 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * 0 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 0 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | 0 |
| The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 0 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | The value must be a number |
| The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 0 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | 89. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 90. Total number of Asian American Employees to be recruited in FY25: * 0 The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | 0 |
| The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | | The value must be a number |
| The value must be a number 91. Of those, how many will be Senior Public Service Administrators? * | 90. | Total number of Asian American Employees to be recruited in FY25: * |
| 91. Of those, how many will be Senior Public Service Administrators? * | | 0 |
| 0 | | The value must be a number |
| | 91. | Of those, how many will be Senior Public Service Administrators? * |
| The value must be a number | | 0 |
| | | The value must be a number |

| 22. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
|--|
| 0 |
| The value must be a number |
| 3. Total number of Native American Employees to be recruited in FY25: * |
| 0 |
| The value must be a number |
| 4. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| 95. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| 0 |
| |
| Closing |
| 6. Is your agency listed in the State Services Assurance Act? |
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| No |
| |
| 17. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |
| |
| |

FY24 EMPLOYMENT PLAN PAY REPORT APPENDIX Individual Survey Responses POLLUTION CONTROL BOARD

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| The value must be a number 8. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American.* 1. The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American.* 1. The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic.* 1. The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1. The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1. The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1. The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | 7. | Provide the total number of employees with responsibilities. that routinely include selecting Job candidates for interviews. |
|--|-----|--|
| 8. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * 1 The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 1 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 1 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * | | 1 |
| who are African American, Asian American, Hispanic, and/or Native American. * 1 The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 1 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 1 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * | | The value must be a number |
| The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 1. The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 1. The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1. The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1. The value must be a number | | |
| 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 1 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 1 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * | | 1 |
| who are African American. * 1 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 1 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | The value must be a number |
| The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 1 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | |
| 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 1 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | 1 |
| who are Hispanic. * 1 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | The value must be a number |
| The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | |
| 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | 1 |
| who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | The value must be a number |
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| 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 1 The value must be a number | | 1 |
| who are Native American. * 1 The value must be a number | | The value must be a number |
| The value must be a number | | |
| | | 1 |
| 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | The value must be a number |
| | 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| 1 | | 1 |
| The value must be a number | | The value must be a number |

| The | value must be a number |
|-----------|--|
| | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are African American. * |
| 1 | |
| The | value must be a number |
| | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Hispanic. * |
| 1 | |
| The | value must be a number |
| | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Asian American. * |
| | |
| 1 | |
| | value must be a number |
| The Prowh | value must be a number vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Native American. * |
| Pro wh | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Native American. * |
| The Prowh | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment |
| Pro wh | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Native American. * |
| Pro wh | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Native American. * |
| The Prowh | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment of are Native American. * value must be a number |
| The Prowh | Agency Recruitment and Outreach The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have |

| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|----------------|--|
| | 1 |
| Г | ne value must be a number |
| | ow many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were lispanic? * |
| li | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | ne value must be a number |
| | low many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian merican? * |
| li | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | ne value must be a number |
| | |
| | ow many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native merican? * |
| li | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | ne value must be a number |
| | |
| | |
| | |
| | |
| | Agangs Dagwitmant and Outsoach |
| | Agency Recruitment and Outreach |
| | Agency Recruitment and Outreach Structured Interview Panels |
| | Structured Interview Panels |
| | Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | Structured Interview Panels |
| | Structured Interview Panels ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| It I | Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| I [†] | Structured Interview Panels Ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 7 The value must be a number Yow many African American employees in your agency were certified to conduct structured interviews and participated in |
| I [†] | Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 7 ne value must be a number low many African American employees in your agency were certified to conduct structured interviews and participated in t least one structured interview panel during fiscal year 2024? * |

| _ | | | | | |
|---|-----|------|-------|--------------|----|
| а | ハスト | 24 1 | 1./19 | \mathbf{p} | NΛ |
| | | | | | |

| | one structured interview panel during fiscal year 2024? * |
|----|---|
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | How many structured interview panels were convened during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 The value must be a number |
| Э. | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 The value must be a number Agency Recruitment and Outreach |
|). | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * |
| Э. | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
|). | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
|). | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 3 The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |

| 32. How many of those interns were Hispanic? * | | |
|--|--|--|
| 0 | | |
| | The value must be a number | |
| 33. | How many of those interns were Asian American? * | |
| | 0 | |
| | The value must be a number | |
| 34. | How many of those interns were Native American? * | |
| | 0 | |
| | The value must be a number | |
| | How many interns did your agency hire during fiscal year 2024? * | |
| | (This may include transitioning into post-summer, full-time PSC's) | |
| | 0 | |
| | The value must be a number | |
| 36. | How many of those interns were African American? * | |
| | 0 | |
| | The value must be a number | |
| 37. | How many of those interns were Hispanic? * | |
| | 0 | |
| | The value must be a number | |
| 38. | How many of those interns were Asian American? * | |
| | 0 | |
| | The value must be a number | |
| 39. | How many of those interns were Native American? * | |
| | 0 | |
| | The value must be a number | |

| 40. |). How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | | |
|-----|--|--|--|
| | 0 | | |
| | The value must be a number | | |
| 41. | How many of those interns were African American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 42. | How many of those interns were Hispanic? * | | |
| | 0 | | |
| | The value must be a number | | |
| 43. | How many of those interns were Asian American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 44. | How many of those interns were Native American? * | | |
| | 0 | | |
| | The value must be a number | | |
| | | | |
| | | | |
| | Agency Recruitment and Outreach | | |
| | Higher Education and Marketing Outreach | | |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | | |
| | Yes | | |
| | No No | | |
| | Our agency does not track that information. | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| | | | |

| | 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * | | |
|-------|---|--|--|
| | 0 | Yes | |
| - | | No | |
| | 0 | Our agency does not track that information. | |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. | |
| | | | |
| 47. I | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * | |
| | 0 | Yes | |
| | | No | |
| | 0 | Our agency does not track that information. | |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities | |
| | | | |
| 48. I | 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * | | |
| | 0 | Yes | |
| | | No | |
| | 0 | Our agency does not track that information. | |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. | |

| 49. | 19. Please select all Illinois Community Colleges that you conducted outreach with. * | | |
|-----|---|---|--|
| | | Black Hawk College, Moline | |
| | | CCC Richard J. Daley College | |
| | | CCC Kennedy-King College | |
| | | CCC Malcolm X College | |
| | | CCC Olive-Harvey College | |
| | | CCC Harry S. Truman College | |
| | | CCC Harold Washington College | |
| | | CCC Wilbur Wright College | |
| | | Danville Area Community College, Danville | |
| | | College of DuPage, Glen Ellyn | |
| | | East St. Louis Community College Center, East St. Louis | |
| | | Elgin Community College, Elgin | |
| | | Harper College, Palatine | |
| | | Heartland Community College, Normal | |
| | | Highland Community College, Freeport | |
| | | Illinois Central College, East Peoria | |
| | | IL Eastern Community Colleges, Olney | |
| | | Frontier Community College, Fairfield | |
| | | Lincoln Trail College, Robinson | |
| | | Olney Central College, Olney | |
| | | Wabash Valley College, Mt. Carmel | |
| | | IL Valley Community College, Oglesby | |
| | | Joliet Junior College, Joliet | |
| | | Kankakee Community College, Kankakee | |
| | | Kaskaskia College, Centralia | |
| | | Kishwaukee College, Malta | |
| | | College of Lake County, Grayslake | |

| 9/25/24, 1:48 PM | | CMS FY24 Employment Pla |
|------------------|--|-----------------------------------|
| | ake Land College, Mattoon | omo i 121 Employmont i a |
| | ewis & Clark Community College, Godf | rey |
| | incoln Land Community College, Spring | gfield |
| J | ohn A. Logan College, Carterville | |
| N | AcHenry County College, Crystal Lake | |
| | Moraine Valley Community College, Palo | os Hills |
| N | Morton College, Cicero | |
| | Dakton Community College, Des Plaines | |
| P | Parkland College, Champaign | |
| P | Prairie State College, Chicago Heights | |
| R | Rend Lake College, Ina | |
| R | Richland Community College, Decatur | |
| R | Rock Valley College, Rockford | |
| | Carl Sandburg College, Galesburg | |
| s | Sauk Valley Community College, Dixon | |
| S | hawnee Community College, Ullin | |
| s | outh Suburban College, South Holland | |
| S | outheastern Illinois College, Harrisburg | |
| S | outhwestern Illinois College, Belleville (| formerly Belleville Area College) |
| S | poon River College, Canton | |
| Пт | riton College, River Grove | |

Waubonsee Community College, Sugar Grove

John Wood Community College, Quincy

All of the above

None of the above

| 50. | 0. Please select all Public State Universities that you conducted outreach with. * | | |
|-----|--|---|--|
| | | Chicago State University | |
| | | Eastern Illinois University | |
| | | Governors State University | |
| | | Illinois State University | |
| | | Northeastern Illinois University | |
| | | Northern Illinois University | |
| | | Southern Illinois University Carbondale | |
| | | Southern Illinois University Edwardsville | |
| | | University of Illinois Chicago | |
| | | University of Illinois Springfield | |
| | | University of Illinois Urbana-Champaign | |
| | | Western Illinois University | |
| | | All the above | |
| | ~ | None of the above | |
| 51. | hirir Plea | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity age efforts (community organizations, non-profits, etc.) See provide answers as a semi-colon separated list. See note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | |
| | | | |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | | Yes | No | | |
|--|--|-----|----|--|--|
| | African American | 0 | • | | |
| | Hispanic | 0 | | | |
| | Asian American | 0 | | | |
| | Native American | | | | |
| | 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies | | | | |
| 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * ☐ Hiring/Promotion ☐ Interviews ☐ Creating Policies ✓ N/A | | | | | |
| | 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies | | | | |
| | (m.d.)) | | | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * | | | |
|--|--|--|--|
| | | | |
| Hiring/Promotion | | | |
| Interviews | | | |
| Creating Policies | | | |
| ✓ N/A | | | |
| | | | |
| | | | |
| | | | |
| Agency Budget and Outreach | | | |
| Tuition Reimbursement and Budget Allocation | | | |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * | | | |
| 57. How many employees in your agency received tuttion reimbursement in fiscal year 2024: | | | |
| 0 | | | |
| The value must be a number | | | |
| | | | |
| 58. How many of those employees were African American? * | | | |
| 0 | | | |
| The value must be a number | | | |
| | | | |
| 59. How many of those employees were Hispanic? * | | | |
| 0 | | | |
| The value must be a number | | | |
| | | | |
| 60. How many of those employees were Asian American? * | | | |
| 0 | | | |
| The value must be a number | | | |
| | | | |
| 61. How many of those employees were Native American? * | | | |
| 0 | | | |
| The value must be a number | | | |
| | | | |
| | | | |

3

0

The value must be a number

The value must be a number

CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey 62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget** to adorn job fair booths with engaging givea- ways Overtime for employees to conduct outreach outside of normal business hours in these communities **PEERS Update for Fiscal Year 2024** 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * Yes No 64. What was the total number of employees for your agency in FY24? * 19 The value must be a number 65. What was the total number of African American employees at your agency? *

66. What was the total number of African American Senior Public Administrators at your agency? *

| 57. What was the total number of African American Public Service Administrators at your agency? * | | |
|---|--|--|
| 0 | | |
| The value must be a number | | |
| 68. What was the total number of Hispanic employees at your agency? * | | |
| 0 | | |
| The value must be a number | | |
| | | |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * | | |
| 0 | | |
| The value must be a number | | |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * | | |
| 70. What was the total number of hispanic Fublic Service Authinistrators at your agency: | | |
| 0 | | |
| The value must be a number | | |
| 71. What was the total number of Asian American employees at your agency? * | | |
| 0 | | |
| The value must be a number | | |
| | | |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * | | |
| 0 | | |
| The value must be a number | | |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * | | |
| 0 | | |
| The value must be a number | | |
| | | |
| 74. What was the total number of Native American employees at your agency? * | | |
| 0 | | |
| The value must be a number | | |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * | | |
| 0 | | |
| The value must be a number | | |

| 76. What was the total num | nber of Native American Public | Service Administrators at your agency? * |
|----------------------------|--------------------------------|--|
|----------------------------|--------------------------------|--|

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 0 |
| | The value must be a number |
| 98. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| 9. | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |

| 100. Total number of Hispanic Employees to be recruited in F125: " | |
|--|------------|
| 0 | |
| The value must be a number | |
| 101. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators | i? * |
| 0 | |
| The value must be a number | |
| 103. Total number of Asian American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 104. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Adminis | trators? |
| 0 | |
| The value must be a number | |
| 106. Total number of Native American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 107. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Admini | istrators? |
| 0 | |
| | |

Closing

109. Is your agency listed in the State Services Assurance Act?

Link to the State Services Assurance Act:

https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2

Yes

No

No

110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. *

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses POWER AGENCY

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 16 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 2 |
| | The value must be a number |

| Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | | |
|--|--|--|--|
| 2 | | | |
| The value must be a number | | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | | |
| 2 | | | |
| The value must be a number | | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | | |
| 0 | | | |
| The value must be a number | | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | | |
| 0 | | | |
| The value must be a number | | | |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | | |
| 0 | | | |
| The value must be a number | | | |
| | | | |
| Agency Recruitment and Outreach | | | |
| The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | | |
| How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | |
| | | | |
| 0 | | | |
| The value must be a number | | | |

| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|----------|--|
| | |
| - | 0 |
| T | ne value must be a number |
| | ow many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were ispanic? * |
| ı | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| Τ | ne value must be a number |
| | ow many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian merican? * |
| H | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | ne value must be a number |
| | 0 ne value must be a number |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Agency Recruitment and Outreach Structured Interview Panels |
| | |
| | Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| III F | Structured Interview Panels Ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Ohe value must be a number ow many African American employees in your agency were certified to conduct structured interviews and participated in |
| Iff T | Structured Interview Panels Ow many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. O ne value must be a number |
| Iff T | Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. o ne value must be a number low many African American employees in your agency were certified to conduct structured interviews and participated in t least one structured interview panel during fiscal year 2024? * |

| | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|----------|---|
| 0 | |
| | |
| The | value must be a number |
| | w many Asian American employees in your agency were certified to conduct structured interviews and participated in at st one structured interview panel during fiscal year 2024? * |
| If y | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The | value must be a number |
| | w many Native American employees in your agency were certified to conduct structured interviews and participated in least one structured interview panel during fiscal year 2024? * |
| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The | e value must be a number |
| | |
| Нс | w many structured interview panels were convened during fiscal year 2024? * |
| | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| II y | our agency does not currently track this information but will begin to build systems to report in the luture, please enter 3333 here. |
| 10 | 6 |
| The | e value must be a number |
| | |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Internships |
| | |
| | |
| | w many paid interns did your agency hire during fiscal year 2024? * |
| | is may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| (Th | |
| | |
| 2 | |
| 2 | value must be a number |
| 2 | value must be a number |
| 2 The | w many of those interns were African American? * |
| 2 The | w many of those interns were African American? * |
| The Ho | w many of those interns were African American? * |

| 32. | How many of those interns were Hispanic? * | | | |
|-----|--|--|--|--|
| | 0 | | | |
| | The value must be a number | | | |
| 33. | How many of those interns were Asian American? * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 34. | How many of those interns were Native American? * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 35. | How many interns did your agency hire during fiscal year 2024? * | | | |
| | (This may include transitioning into post-summer, full-time PSC's) | | | |
| | 3 | | | |
| | The value must be a number | | | |
| 36. | How many of those interns were African American? * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 37. | How many of those interns were Hispanic? * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 38. | How many of those interns were Asian American? * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 39. | How many of those interns were Native American? * | | | |
| | 0 | | | |
| | The value must be a number | | | |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| | educational credit? * | | | | |
|-----|--|--|--|--|--|
| | 0 | | | | |
| | The value must be a number | | | | |
| 41. | How many of those interns were African American? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 42. | How many of those interns were Hispanic? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 43. | How many of those interns were Asian American? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 44. | How many of those interns were Native American? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| | | | | | |
| | | | | | |
| | Agency Recruitment and Outreach | | | | |
| | Higher Education and Marketing Outreach | | | | |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | | | | |
| | Yes | | | | |
| | O No | | | | |
| | Our agency does not track that information. | | | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | | | |
| | | | | | |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|------------|---|
| | \bigcirc | Yes |
| | \bigcirc | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| ~ | None of the above |

| ☑ Chicago State University ☑ Eastern Illinois University ☑ Illinois State University ☑ Illinois State University ☑ Northeastern Illinois University ☑ Northeastern Illinois University ☑ Northern Illinois University ☑ Southern Illinois University Edwardsville ☑ University of Illinois University Edwardsville ☑ University of Illinois Springfield ☑ University of Illinois Urbana-Champaign ☑ Western Illinois University ☑ All the above ☑ None of the above ☑ None of the above I. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members None | J. | . Please select all Public State Universities that you conducted outreach with. * | | | |
|--|----|---|--|--|--|
| Governors State University Illinois State University Northeastern Illinois University Northern Illinois University Southern Illinois University Carbondale Southern Illinois University Edwardsville University of Illinois Springfield University of Illinois Springfield University of Illinois University Western Illinois University All the above None of the above 1. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-solon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | ~ | Chicago State University | | |
| ✓ Northeastern Illinois University Northern Illinois University Northern Illinois University Southern Illinois University Carbondale Southern Illinois University Edwardsville University of Illinois Chicago University of Illinois Springfield University of Illinois Urbana-Champaign Western Illinois University All the above None of the above None of the above None of the above 1. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | V | Eastern Illinois University | | |
| Northeastern Illinois University Northern Illinois University Southern Illinois University Carbondale Southern Illinois University Edwardsville University of Illinois Chicago University of Illinois Springfield University of Illinois Urbana-Champaign Western Illinois University All the above None of the above | | | Governors State University | | |
| Northern Illinois University Southern Illinois University Carbondale University of Illinois University Edwardsville University of Illinois Chicago University of Illinois Springfield University of Illinois Urbana-Champaign Western Illinois University All the above None of the above None of the above Please provide answers as a semi-colon separated list. Please provide answers as a semi-colon separated list. Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | V | Illinois State University | | |
| Southern Illinois University Edwardsville University of Illinois Chicago University of Illinois Springfield University of Illinois University University of Illinois University All the above None of the above None of the above Personance of the above Personance of the above with thirty or an action of the above of the ab | | V | Northeastern Illinois University | | |
| ✓ Southern Illinois University Edwardsville ✓ University of Illinois Chicago ✓ University of Illinois Springfield ✓ University of Illinois Urbana-Champaign ✓ Western Illinois University All the above None of the above None of the above I. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | V | Northern Illinois University | | |
| ✓ University of Illinois Springfield ✓ University of Illinois Urbana-Champaign ✓ Western Illinois University All the above None of the above 1. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | ~ | Southern Illinois University Carbondale | | |
| ✓ University of Illinois Springfield ✓ University of Illinois Urbana-Champaign ✓ Western Illinois University All the above None of the above None of the above 1. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | ~ | Southern Illinois University Edwardsville | | |
| ✓ University of Illinois Urbana-Champaign ✓ Western Illinois University All the above None of the above 1. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | ~ | University of Illinois Chicago | | |
| Western Illinois University All the above None of the above None of the above For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | V | University of Illinois Springfield | | |
| None of the above 1. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | ~ | University of Illinois Urbana-Champaign | | |
| None of the above 1. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | ~ | Western Illinois University | | |
| For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | | All the above | | |
| hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | | None of the above | | |
| hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | | | | |
| Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | | | | |
| | | Pleas | se provide answers as a semi-colon separated list. | | |
| | | | | | |
| | | | | | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | | Yes | No |
|--|---------------------|---|---------------------|
| | African American | 0 | • |
| | Hispanic | 0 | (a) |
| | Asian American | 0 | • |
| | Native American | 0 | |
| 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Africa American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * | | | |
| | Hiring/Promotion | | |
| | Interviews | | |
| | Creating Policies | | |
| | ✓ N/A | | |
| | | responsible for coordinating recruitment outreach to ir 024, in which areas did that person have decision-makin | |
| | | y responsible for coordinating recruitment outreach to ir 2024, in which areas did that person have decision-makir | |
| | ✓ N/A | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 |
| The value must be a number |
| |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget to** adorn job fair booths with engaging givea- ways Overtime for employees to conduct outreach outside of normal business hours in these communities **PEERS Update for Fiscal Year 2024** 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * Yes No 64. What was the total number of employees for your agency in FY24? * 50 The value must be a number 65. What was the total number of African American employees at your agency? * 13 The value must be a number 66. What was the total number of African American Senior Public Administrators at your agency? *

| 67. | What was the total number of African American Public Service Administrators at your agency? * |
|-----|---|
| | 3 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 3 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 5 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 4 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 0 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |

| 76. What was the total number of Native American Pub | ic Service Administrators at your agency? * |
|--|---|
|--|---|

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| | 0 |
|----|--|
| | The value must be a number |
| 8. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| 9. | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |

| 100. Total number of Hispanic Employees to be recruited in FY25: * | | |
|--|---|--|
| 0 | | |
| The v | value must be a number | |
| 101. Of t | hose, how many will be Senior Public Service Administrators? * | |
| 0 | | |
| The | value must be a number | |
| 102. Of t | he total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * | |
| 0 | | |
| The v | value must be a number | |
| 103. Tota | I number of Asian American Employees to be recruited in FY25: * | |
| 0 | | |
| The v | value must be a number | |
| 104. Of t | hose, how many will be Senior Public Service Administrators? * | |
| 0 | | |
| The | value must be a number | |
| 105. Of the | he total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? | |
| 0 | | |
| The | value must be a number | |
| 106. Tota | I number of Native American Employees to be recruited in FY25: * | |
| 0 | | |
| The v | value must be a number | |
| 107. Of t | hose, how many will be Senior Public Service Administrators? * | |
| ach cor | r agency has consistently prioritized diversity, equity, and inclusion in our workforce, and we are proud of our accomplishments to date. As of FY24, we nieved a demographic representation of 49% minority and 67% female staff. Our leadership team also reflects our commitment, with a majority-minority mposition. Looking ahead, our goal for increased representation is to continue reflecting equitable minority and female representation in all staffing levels. will maintain our focus on diversity in recruitment and hiring practices to foster an inclusive workplace that mirrors the communities we serve. | |
| | | |

| /24, 9:2 |):23 AM | M CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey | | |
|----------|---|--|--|--|
| 108. | B. Of the total number of Native Americ * | an employees to be recruited in FY25 how many will be Public Service Administrators? | | |
| | 0 | | | |
| | | | | |
| | | | | |
| | Closing | | | |
| 109. | . Is your agency listed in the State Serv | ices Assurance Act? | | |
| | Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp/ | ?ActID=2960&ChapterID=2 | | |
| | Yes | | | |
| | No No | | | |
| | | | | |
| | b. By selecting "I Agree" below, I hereby o Needs & Bilingual Pay survey. * | certify that the above survey responses represent the Employment Plan and Bilingual | | |
| | I Agree | | | |
| | | | | |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses PROCUREMENT POLICY BOARD

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 0 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 0 |
| | The value must be a number |

| 0 | |
|------|--|
| hε | value must be a number |
| | ovide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are African American. * |
| 0 | |
| he | value must be a number |
| | ovide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Hispanic. * |
| 0 | |
| The | value must be a number |
| | ovide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Asian American. * |
| 0 | |
| The | value must be a number |
| | ovide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Native American. * |
| 0 | |
| The | value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| Нс | w many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If y | |

| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|----------|--|
| | your agency ages not currently track and information but this begin to baile systems to report in the ratare, please enter 3555 here. |
| | 0 |
| T | he value must be a number |
| | |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| H | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | he value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| H | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | he value must be a number |
| | |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | he value must be a number |
| | |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| | |
| | Structured Interview Panels |
| | Structured Interview Panels |
| F | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | |
| | low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| It | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| It | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| III T | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If E | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. o the value must be a number How many African American employees in your agency were certified to conduct structured interviews and participated in |
| III H | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * I your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. Ohe value must be a number How many African American employees in your agency were certified to conduct structured interviews and participated in t least one structured interview panel during fiscal year 2024? * |

| | low many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least ne structured interview panel during fiscal year 2024? * | | |
|-----|--|--|--|
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 0 | | |
| | The value must be a number | | |
| 27. | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 0 | | |
| | The value must be a number | | |
| 28. | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 0 | | |
| | The value must be a number | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | The value must be a number Agency Recruitment and Outreach Internships | | |
| 30. | The value must be a number Agency Recruitment and Outreach Internships | | |
| 10. | The value must be a number Agency Recruitment and Outreach | | |
| :0. | The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * | | |
| 30. | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | | |
| | The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | | |
| | The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number | | |

| | ucational credit? * |
|--------|---|
| 0 | |
| The | e value must be a number |
| 41. Hc | w many of those interns were African American? * |
| 0 | |
| The | e value must be a number |
| 42. Hc | w many of those interns were Hispanic? * |
| 0 | |
| The | value must be a number |
| 43. Hc | w many of those interns were Asian American? * |
| 0 | |
| The | value must be a number |
| // Uc | |
| | w many of those interns were Native American? * |
| 0 | |
| 0 | |
| 0 | e value must be a number |
| 0 The | Agency Recruitment and Outreach |
| 0 The | Agency Recruitment and Outreach Higher Education and Marketing Outreach es your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving |
| 0 The | Agency Recruitment and Outreach Higher Education and Marketing Outreach es your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving titution of higher learning? * |
| 0 The | Agency Recruitment and Outreach Higher Education and Marketing Outreach es your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving titution of higher learning? * |
| 0 The | Agency Recruitment and Outreach Higher Education and Marketing Outreach es your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving titution of higher learning? * Yes No |

| | es your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving itutions of higher learning? * |
|--------|---|
| 0 | Yes |
| | No |
| 0 | Our agency does not track that information. |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. Do | es your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| 0 | Yes |
| | No |
| 0 | Our agency does not track that information. |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. Do | es your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| 0 | Yes |
| | No |
| 0 | Our agency does not track that information. |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |

| +, 12.00 1 W | OWO 1 124 Employment Fland & Billingual Needed, Billingual Flay Almada Garvey |
|--|---|
| 49. Please select all Illinois Community | Colleges that you conducted outreach with. * |
| Black Hawk College, Moline | |
| CCC Richard J. Daley College | |
| CCC Kennedy-King College | |
| CCC Malcolm X College | |
| CCC Olive-Harvey College | |
| CCC Harry S. Truman College | |
| CCC Harold Washington College | |
| CCC Wilbur Wright College | |
| Danville Area Community College, D | anville |
| College of DuPage, Glen Ellyn | |
| East St. Louis Community College Ce | nter, East St. Louis |
| Elgin Community College, Elgin | |
| Harper College, Palatine | |
| Heartland Community College, Norm | nal |
| Highland Community College, Freepo | ort |
| Illinois Central College, East Peoria | |
| IL Eastern Community Colleges, Olne | у |
| Frontier Community College, Fairfield | 1 |
| Lincoln Trail College, Robinson | |
| Olney Central College, Olney | |
| Wabash Valley College, Mt. Carmel | |
| IL Valley Community College, Oglesb | у |
| Joliet Junior College, Joliet | |
| Kankakee Community College, Kanka | ıkee |
| Kaskaskia College, Centralia | |
| Kishwaukee College, Malta | |
| College of Lake County, Grayslake | |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| ~ | None of the above |

| 0. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|-----------------------|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | ~ | None of the above |
| 51. | hirir <u>Pleas</u> | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity og efforts (community organizations, non-profits, etc.) se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|---------------------|
| African American | 0 | • |
| Hispanic | 0 | (a) |
| Asian American | 0 | • |
| Native American | 0 | |
| | responsible for coordinating recruitment outreach to ir 2024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to ir 024, in which areas did that person have decision-makin | |
| | responsible for coordinating recruitment outreach to ir 2024, in which areas did that person have decision-makir | |
| ✓ N/A | | |

| | If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all |
|----|---|
| | that apply) * |
| | Hiring/Promotion |
| | Interviews |
| | Creating Policies |
| | ✓ N/A |
| | |
| | Agency Budget and Outreach |
| | Tuition Reimbursement and Budget Allocation |
| | |
| 57 | . How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| | 0 |
| | The value must be a number |
| | |
| 58 | . How many of those employees were African American? * |
| | 0 |
| | The value must be a number |
| | |
| EC | 11 |
| 55 | . How many of those employees were Hispanic? * |
| 39 | 0 How many of those employees were Hispanic? |
| 29 | |
| | 0 |
| | The value must be a number |
| | The value must be a number How many of those employees were Asian American? * |
| 60 | The value must be a number How many of those employees were Asian American? * |
| 60 | The value must be a number How many of those employees were Asian American? * The value must be a number |

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget to** adorn job fair booths with engaging givea- ways Overtime for employees to conduct outreach outside of normal business hours in these communities **PEERS Update for Fiscal Year 2024** 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * Yes No 64. What was the total number of employees for your agency in FY24? * 5 The value must be a number 65. What was the total number of African American employees at your agency? * 2 The value must be a number 66. What was the total number of African American Senior Public Administrators at your agency? *

| 67. What was the total number of African American Public Service Administrators at your agency? * |
|---|
| 0 |
| The value must be a number |
| 68. What was the total number of Hispanic employees at your agency? * |
| 0 |
| The value must be a number |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * |
| 0 |
| The value must be a number |
| 71. What was the total number of Asian American employees at your agency? * |
| 0 |
| The value must be a number |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * |
| 0 |
| The value must be a number |
| 74. What was the total number of Native American employees at your agency? * |
| 0 |
| The value must be a number |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |

76. What was the total number of Native American Public Service Administrators at your agency? *

0

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|------|--|
| | The value must be a number |
| | |
| 8. (| Of those, how many will be Senior Public Administrators? * |
| | 0 |
| 1 | The value must be a number |
| | |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 1 | |

| 100. Total number of Hispanic Employees to be recruited in FY25: " |
|---|
| 0 |
| The value must be a number |
| 101. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| The value must be a number |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 0 |
| The value must be a number |
| 103. Total number of Asian American Employees to be recruited in FY25: * |
| 0 |
| The value must be a number |
| 104. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| The value must be a number |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| 0 |
| The value must be a number |
| 106. Total number of Native American Employees to be recruited in FY25: * |
| 0 |
| The value must be a number |
| 107. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| 0 |
| |

Closing

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses PROPERTY TAX APPEAL BOARD

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting Job candidates for interviews. * | | |
|-----|---|--|--|
| | 1 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * | | |
| | 0 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * | | |
| | 1 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * | | |
| | 1 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * | | |
| | 1 | | |
| | The value must be a number | | |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * | | |
| | 1 | | |
| | The value must be a number | | |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | |
| | 2 | | |
| | The value must be a number | | |

| | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | |
|----|--|--|--|
| | 0 | | |
| | The value must be a number | | |
| 5. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | |
| | 2 | | |
| | The value must be a number | | |
| б. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | |
| | 2 | | |
| | The value must be a number | | |
| 7. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | |
| | 2 | | |
| | The value must be a number | | |
| 3. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | |
| | 2 | | |
| | The value must be a number | | |
| | | | |
| | Agency Recruitment and Outreach | | |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | |
| | | | |
|). | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | | |
|). | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
|). | | | |

| 2:51 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|------------------------------------|--|
|). How many employe American? * | es in your agency who were certified to conduct structured interviews as of June 30, 2024 were African |
| If your agency does not | currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| The value must be a nun | nber |
| . How many employe Hispanic? * | es in your agency who were certified to conduct structured interviews as of June 30, 2024 were |
| If your agency does not | currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| The value must be a nun | nber |
| . How many employe American? * | es in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian |
| If your agency does not | currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value must be a nun | nber |
| . How many employe American? * | es in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native |
| If your agency does not | currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value must be a num | nber |
| Agency Re | ecruitment and Outreach view Panels |
| . How many certified | interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| If your agency does not | currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 3 | |
| The value must be a nun | nber |
| | merican employees in your agency were certified to conduct structured interviews and participated in ed interview panel during fiscal year 2024? * |
| If your agency does not | currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 1 | |
| The value must be a nun | nber |

26. How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least

| | one structured interview panel during fiscal year 2024? * | | |
|-----|--|--|--|
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 0 | | |
| | The value must be a number | | |
| | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 0 | | |
| | The value must be a number | | |
| | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 0 | | |
| | The value must be a number | | |
| | How many structured interview panels were convened during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | | | |
| | 9 | | |
| | 9 The value must be a number | | |
| | | | |
| | | | |
| | The value must be a number | | |
| | | | |
| | The value must be a number Agency Recruitment and Outreach | | |
| 30. | The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * | | |
| 30. | The value must be a number Agency Recruitment and Outreach Internships | | |
| 30. | The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * | | |
| 30. | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | | |
| 30. | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | | |
| 30. | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number | | |

| 32. | How many of those interns were Hispanic? * | | |
|-----|--|--|--|
| | 0 | | |
| | The value must be a number | | |
| 33. | How many of those interns were Asian American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 34. | How many of those interns were Native American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 35. | How many interns did your agency hire during fiscal year 2024? * | | |
| | (This may include transitioning into post-summer, full-time PSC's) | | |
| | 0 | | |
| | The value must be a number | | |
| 36. | How many of those interns were African American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 37. | How many of those interns were Hispanic? * | | |
| | 0 | | |
| | The value must be a number | | |
| 38. | How many of those interns were Asian American? * | | |
| | 0 | | |
| | The value must be a number | | |
| 39. | How many of those interns were Native American? * | | |
| | 0 | | |
| | The value must be a number | | |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| educational credit? * | |
|-----------------------|--|
| | 0 |
| TI | ne value must be a number |
| 41 . H | low many of those interns were African American? * |
| | 0 |
| TI | he value must be a number |
| 42. H | low many of those interns were Hispanic? * |
| | 0 |
| Th | he value must be a number |
| 43. H | low many of those interns were Asian American? * |
| | 0 |
| Th | he value must be a number |
| 44. H | low many of those interns were Native American? * |
| | 0 |
| Th | he value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| | oes your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving nstitution of higher learning? * |
| | Yes |
| (| No No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|-----|---|
| | 0 | Yes |
| | | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | 0 | Yes |
| | | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities |
| | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | 0 | Yes |
| | | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |

| 49. | 9. Please select all Illinois Community Colleges that you conducted outreach with. * | | |
|-----|--|---|--|
| | | Black Hawk College, Moline | |
| | | CCC Richard J. Daley College | |
| | | CCC Kennedy-King College | |
| | | CCC Malcolm X College | |
| | | CCC Olive-Harvey College | |
| | | CCC Harry S. Truman College | |
| | | CCC Harold Washington College | |
| | | CCC Wilbur Wright College | |
| | | Danville Area Community College, Danville | |
| | | College of DuPage, Glen Ellyn | |
| | | East St. Louis Community College Center, East St. Louis | |
| | | Elgin Community College, Elgin | |
| | | Harper College, Palatine | |
| | | Heartland Community College, Normal | |
| | | Highland Community College, Freeport | |
| | | Illinois Central College, East Peoria | |
| | | IL Eastern Community Colleges, Olney | |
| | | Frontier Community College, Fairfield | |
| | | Lincoln Trail College, Robinson | |
| | | Olney Central College, Olney | |
| | | Wabash Valley College, Mt. Carmel | |
| | | IL Valley Community College, Oglesby | |
| | | Joliet Junior College, Joliet | |
| | | Kankakee Community College, Kankakee | |
| | | Kaskaskia College, Centralia | |
| | | Kishwaukee College, Malta | |
| | | College of Lake County, Gravslake | |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| ~ | None of the above |

| 0. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|----|------|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | V | None of the above |
| | | |
| 1. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) |
| | | se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | | p postings are forwarded by PTAB's Executive Director to various Bar Associations including the African American Bar Association, the Hispanic Bar esociation, and others when hiring attorney positions. |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|----|
| African American | 0 | |
| Hispanic | 0 | |
| Asian American | 0 | • |
| Native American | 0 | • |
| | r responsible for coordinating recruitment outreach to in 2024, in which areas did that person have decision-makir | |
| | r responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-making | |
| | r responsible for coordinating recruitment outreach to in 2024, in which areas did that person have decision-makir | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 |
| The value must be a number |
| |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey 62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget to** adorn job fair booths with engaging givea- ways Overtime for employees to conduct outreach outside of normal business hours in these communities **PEERS Update for Fiscal Year 2024** 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * Yes No 64. What was the total number of employees for your agency in FY24? * 35 The value must be a number 65. What was the total number of African American employees at your agency? * 4

66. What was the total number of African American Senior Public Administrators at your agency? *

0

The value must be a number

| 67. | What was the total number of African American Public Service Administrators at your agency? * |
|-----|---|
| | 0 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 2 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 0 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 0 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |

| 76. What was the total number of Native American Pub | ic Service Administrators at your agency? * |
|--|---|
|--|---|

0

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. Total no | umber of additional African American Employees to be recruited in FY25: * |
|--------------|---|
| 0 | |
| The value | e must be a number |
| 98. Of thos | se, how many will be Senior Public Administrators? * |
| 0 | |
| The value | e must be a number |
| | total number of African American employees to be recruited in FY25, how many will be Public Service strators? * |
| 0 | |
| The value | e must be a number |

| 100. Total number of Hispanic Employees to be recruited in F125: " | |
|--|------------|
| 0 | |
| The value must be a number | |
| 101. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators | i? * |
| 0 | |
| The value must be a number | |
| 103. Total number of Asian American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 104. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Adminis | trators? |
| 0 | |
| The value must be a number | |
| 106. Total number of Native American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 107. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Admini | istrators? |
| 0 | |
| | |

Closing

| 109. | Is your agency listed in the State Services Assurance Act? |
|------|--|
| | Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| | ○ Yes |
| | No No |
| 110. | By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| | ■ I Agree |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses PUBLIC HEALTH

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 4 |
| | The value must be a number |

| | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * |
|----|--|
| | 2 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| | 2 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| | 0 |
| | The value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| Э. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 468 |
| | The value must be a number |

| | 23 PM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|----|--|
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 74 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 21 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 30 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 2 |
| | The value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| ŀ. | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 226 |
| | |

If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here.

20

| 4, 12 | 2:23 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-------|---|--|
| | How many Hispanic employees in yo one structured interview panel during | our agency were certified to conduct structured interviews and participated in at least g fiscal year 2024? * |
| | If your agency does not currently track this in | nformation but will begin to build systems to report in the future, please enter 9999 here. |
| | 2 | |
| | The value must be a number | |
| 27. | How many Asian American employee least one structured interview panel | es in your agency were certified to conduct structured interviews and participated in at during fiscal year 2024? * |
| | If your agency does not currently track this in | nformation but will begin to build systems to report in the future, please enter 9999 here. |
| | 5 | |
| | The value must be a number | |
| | How many Native American employe at least one structured interview pan | ees in your agency were certified to conduct structured interviews and participated in el during fiscal year 2024? * |
| | If your agency does not currently track this in | nformation but will begin to build systems to report in the future, please enter 9999 here. |
| | 1 | |
| | The value must be a number | |
| | | |
| 29. | How many structured interview pane | els were convened during fiscal year 2024? * |
| | If your agency does not currently track this in | nformation but will begin to build systems to report in the future, please enter 9999 here. |
| | 136 | |
| | The value must be a number | |
| | | |
| | | |
| | | |
| | Agency Recruitment a | nd Outreach |
| | Internships | |
| 30. | How many paid interns did your age | ncy hire during fiscal year 2024? * |
| | , , | Community Partner as well as Curry and any other interns) |
| | 14 | |
| | The value must be a number | |
| 31. | How many of those interns were Afri | can American? * |
| | 6 | |
| | The value must be a number | |

| 32. | How many of those interns were Hispanic? * | |
|-----|--|--|
| | 0 | |
| | The value must be a number | |
| 33. | How many of those interns were Asian American? * | |
| | 1 | |
| | The value must be a number | |
| 34. | How many of those interns were Native American? * | |
| | 0 | |
| | The value must be a number | |
| 35. | How many interns did your agency hire during fiscal year 2024? * | |
| | (This may include transitioning into post-summer, full-time PSC's) | |
| | 0 | |
| | The value must be a number | |
| 36. | How many of those interns were African American? * | |
| | 0 | |
| | The value must be a number | |
| 37. | How many of those interns were Hispanic? * | |
| | 0 | |
| | The value must be a number | |
| 38. | How many of those interns were Asian American? * | |
| | 0 | |
| | The value must be a number | |
| 39. | How many of those interns were Native American? * | |
| | 0 | |
| | The value must be a number | |

| 40. | How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | | | |
|---|--|--|--|--|
| 0 | | | | |
| | The value must be a number | | | |
| 41. | How many of those interns were African American? * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 42. | How many of those interns were Hispanic? * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 43. | How many of those interns were Asian American? * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 44. How many of those interns were Native American? * | | | | |
| | 0 | | | |
| | The value must be a number | | | |
| | | | | |
| | Agency Recruitment and Outreach | | | |
| | Higher Education and Marketing Outreach | | | |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | | | |
| | Yes | | | |
| | ○ No | | | |
| | Our agency does not track that information. | | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | | |

| | 5. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * | | | | |
|-------|--|--|--|--|--|
| | Yes | | | | |
| |) No | | | | |
| | Our agency does not track that information. | | | | |
| (| No, but our agency would like to request support in building relationships with these colleges and universities. | | | | |
| | | | | | |
| 47. D | 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * | | | | |
| |) Yes | | | | |
| |) No | | | | |
| | Our agency does not track that information. | | | | |
| (| No, but our agency would like to request support in building relationships with these colleges and universities | | | | |
| | | | | | |
| 48. D | pes your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * | | | | |
| | Yes | | | | |
| |) No | | | | |
| | Our agency does not track that information. | | | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | | | |
| | | | | | |

| 9. Please select all Illinois Community Colleges that you conducted outreach with. * | | | | |
|--|---|--|--|--|
| | Black Hawk College, Moline | | | |
| | CCC Richard J. Daley College | | | |
| | CCC Kennedy-King College | | | |
| | CCC Malcolm X College | | | |
| | CCC Olive-Harvey College | | | |
| | CCC Harry S. Truman College | | | |
| | CCC Harold Washington College | | | |
| | CCC Wilbur Wright College | | | |
| | Danville Area Community College, Danville | | | |
| | College of DuPage, Glen Ellyn | | | |
| | East St. Louis Community College Center, East St. Louis | | | |
| | Elgin Community College, Elgin | | | |
| | Harper College, Palatine | | | |
| | Heartland Community College, Normal | | | |
| | Highland Community College, Freeport | | | |
| | Illinois Central College, East Peoria | | | |
| | IL Eastern Community Colleges, Olney | | | |
| | Frontier Community College, Fairfield | | | |
| | Lincoln Trail College, Robinson | | | |
| | Olney Central College, Olney | | | |
| | Wabash Valley College, Mt. Carmel | | | |
| | IL Valley Community College, Oglesby | | | |
| | Joliet Junior College, Joliet | | | |
| | Kankakee Community College, Kankakee | | | |
| | Kaskaskia College, Centralia | | | |
| | Kishwaukee College, Malta | | | |
| | College of Lake County, Grayslake | | | |

Waubonsee Community College, Sugar Grove

John Wood Community College, Quincy

All of the above

None of the above

| 50. | . Please select all Public State Universities that you conducted outreach with. * | | | | |
|--|---|---|--|--|--|
| | Chicago State University | | | | |
| | | Eastern Illinois University | | | |
| | Governors State University | | | | |
| Illinois State University | | | | | |
| | Northeastern Illinois University | | | | |
| | | Northern Illinois University | | | |
| | | Southern Illinois University Carbondale | | | |
| | | Southern Illinois University Edwardsville | | | |
| | | University of Illinois Chicago | | | |
| | | University of Illinois Springfield | | | |
| | University of Illinois Urbana-Champaign | | | | |
| | | Western Illinois University | | | |
| | | All the above | | | |
| | 4 | None of the above | | | |
| 51. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.) Please provide answers as a semi-colon separated list. Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | | | | |
| | | | | | |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | | Yes | No | | |
|--|---------------------|-----|----|--|--|
| | African American | 0 | • | | |
| | Hispanic | 0 | • | | |
| | Asian American | 0 | • | | |
| | Native American | 0 | • | | |
| 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the American community during fiscal year 2024, in which areas did that person have decision-making authority? (Chat that apply) ★ Hiring/Promotion Interviews Creating Policies N/A | | | | | |
| 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check a apply) * | | | | | |
| | Interviews | | | | |
| | | | | | |
| | ✓ N/A | | | | |
| 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the A American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check that apply) * | | | | | |
| | Hiring/Promotion | | | | |
| | Interviews | | | | |
| | Creating Policies | | | | |
| | ✓ N/A | | | | |

| American community during fiscal year 2 | y responsible for coordinating recruitment outreach to individuals from the Native 2024, in which areas did that person have decision-making authority? (Check all |
|---|---|
| that apply) * | |
| Hiring/Promotion | |
| Interviews | |
| Creating Policies | |
| ✓ N/A | |
| | |
| | |
| Agency Budget and Outro | each |
| Tuition Reimbursement and Budget Allo | cation |
| 57. How many employees in your agency re- | ceived tuition reimbursement in fiscal year 2024? * |
| 0 | |
| | |
| The value must be a number | |
| 58. How many of those employees were Afri | ican American? * |
| 0 | |
| The value must be a number | |
| 59. How many of those employees were His | panic? * |
| 0 | |
| The value must be a number | |
| 60. How many of those employees were Asia | an American? * |
| 0 | |
| The value must be a number | |
| 61. How many of those employees were Nat | tive American? * |
| 0 | |
| The value must be a number | |
| The value must be a number | |
| | |

197

23

The value must be a number

CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey 62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget** to adorn job fair booths with engaging givea- ways Overtime for employees to conduct outreach outside of normal business hours in these communities **PEERS Update for Fiscal Year 2024** 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * Yes No 64. What was the total number of employees for your agency in FY24? * 1180 The value must be a number 65. What was the total number of African American employees at your agency? *

The value must be a number

66. What was the total number of African American Senior Public Administrators at your agency? *

| 67. What was the total number of African American Public Service Administrators at your agency? * |
|---|
| 52 |
| The value must be a number |
| 68. What was the total number of Hispanic employees at your agency? * |
| 69 |
| The value must be a number |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * |
| 5 |
| The value must be a number |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * |
| 14 |
| The value must be a number |
| 71. What was the total number of Asian American employees at your agency? * |
| 101 |
| The value must be a number |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * |
| 6 |
| The value must be a number |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * |
| 29 |
| The value must be a number |
| 74. What was the total number of Native American employees at your agency? * |
| 5 |
| The value must be a number |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * |
| 1 |
| The value must be a number |

76. What was the total number of Native American Public Service Administrators at your agency? *

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. Total | number of additional African American Employees to be recruited in FY25: * |
|------------|---|
| 4 | |
| The va | lue must be a number |
| 98. Of the | ose, how many will be Senior Public Administrators? * |
| 0 | |
| The va | lue must be a number |
| | e total number of African American employees to be recruited in FY25, how many will be Public Service nistrators? * |
| 0 | |
| The va | lue must be a number |

| 100. Total number of Hispanic Employees to be recruited in FY25: * | |
|---|---|
| 1 | |
| The value must be a number | |
| 101. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 102. Of the total number of Hispanic employees to be recruited in FY25 | how many will be Public Service Administrators? * |
| 0 | |
| The value must be a number | |
| 103. Total number of Asian American Employees to be recruited in FY25 | :* |
| 4 | |
| The value must be a number | |
| 104. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 105. Of the total number of Asian American employees to be recruited * | n FY25 how many will be Public Service Administrators? |
| 0 | |
| The value must be a number | |
| 106. Total number of Native American Employees to be recruited in FY2 | 5: * |
| 0 | |
| The value must be a number | |
| 107. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| 108. Of the total number of Native American employees to be recruited * | in FY25 how many will be Public Service Administrators? |
| 0 | |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? |
|---|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| Yes |
| ○ No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses RACING BOARD

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

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The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 1 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 0 |
| | The value must be a number |

| 0 | |
|-------|--|
| The v | alue must be a number |
| | ide the total number of employees with responsibilities that routinely include employment outreach and recruitment are African American. * |
| 0 | |
| The v | alue must be a number |
| | ide the total number of employees with responsibilities that routinely include employment outreach and recruitment are Hispanic. * |
| 0 | |
| The v | alue must be a number |
| | ide the total number of employees with responsibilities that routinely include employment outreach and recruitment are Asian American. * |
| 0 | |
| The v | alue must be a number |
| who | ide the total number of employees with responsibilities that routinely include employment outreach and recruitment are Native American. * |
| 0 | |
| THE V | alue must be a number |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| | many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| . How | |
| | r agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |

| li | merican? * |
|------|--|
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | he value must be a number |
| | low many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were lispanic? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | he value must be a number |
| | low many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian merican? * |
| H | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| Τ | he value must be a number |
| | low many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native merican? * |
| H | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | he value must be a number |
| | |
| | Agency Recruitment and Outreach |
| | Agency Recruitment and Outreach Structured Interview Panels |
| | |
| | Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If T | Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If E | Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 4 he value must be a number low many African American employees in your agency were certified to conduct structured interviews and participated in |
| If E | Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 4 he value must be a number low many African American employees in your agency were certified to conduct structured interviews and participated in t least one structured interview panel during fiscal year 2024? * |

| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|--|--|
| 0 | |
| The | value must be a number |
| | |
| | w many Asian American employees in your agency were certified to conduct structured interviews and participated in at st one structured interview panel during fiscal year 2024? * |
| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The | value must be a number |
| | w many Native American employees in your agency were certified to conduct structured interviews and participated in east one structured interview panel during fiscal year 2024? * |
| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The | value must be a number |
| | |
| | |
| Ho | w many structured interview panels were convened during fiscal year 2024? * |
| | w many structured interview panels were convened during fiscal year 2024? * |
| | w many structured interview panels were convened during fiscal year 2024? * our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| If yo | |
| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If yo | value must be a number |
| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| If yo | value must be a number |
| If yo | Agency Recruitment and Outreach |
| If you | value must be a number Agency Recruitment and Outreach Internships |
| If you | Agency Recruitment and Outreach |
| If you | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * |
| The | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * |
| If your and the Horizontal Horizo | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * |
| The Hor (Thi | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * s may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| The Hor (Thi | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * s may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| Ho (Thi Ho) | Agency Recruitment and Outreach Internships w many paid interns did your agency hire during fiscal year 2024? * s may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |

| | How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * |
| | ○ Yes |
| | No No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| | es your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving itutions of higher learning? * |
|--------|---|
| 0 | Yes |
| | No |
| 0 | Our agency does not track that information. |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. Do | es your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| 0 | Yes |
| | No |
| 0 | Our agency does not track that information. |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. Do | es your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| 0 | Yes |
| | No |
| 0 | Our agency does not track that information. |
| 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|--------------|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| \checkmark | None of the above |

| 0. | Ple | ase select all Public State Universities that you conducted outreach with. * |
|-----|-----|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | V | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | | None of the above |
| 51. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ag efforts (community organizations, non-profits, etc.) |
| | | se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | Ass | sociation of Racing Commissioners International. |
| | | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|---------------------|
| African American | 0 | • |
| Hispanic | 0 | |
| Asian American | 0 | • |
| Native American | 0 | • |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| | responsible for coordinating recruitment outreach to in 124, in which areas did that person have decision-making | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |

| American community during fiscal year 2 | y responsible for coordinating recruitment outreach to individuals from the Native 2024, in which areas did that person have decision-making authority? (Check all |
|---|---|
| that apply) * | |
| Hiring/Promotion | |
| Interviews | |
| Creating Policies | |
| ✓ N/A | |
| | |
| | |
| Agency Budget and Outro | each |
| Tuition Reimbursement and Budget Allo | cation |
| 57. How many employees in your agency re- | ceived tuition reimbursement in fiscal year 2024? * |
| 0 | |
| | |
| The value must be a number | |
| 58. How many of those employees were Afri | ican American? * |
| 0 | |
| The value must be a number | |
| 59. How many of those employees were His | panic? * |
| 0 | |
| The value must be a number | |
| 60. How many of those employees were Asia | an American? * |
| 0 | |
| The value must be a number | |
| 61. How many of those employees were Nat | tive American? * |
| 0 | |
| The value must be a number | |
| The value must be a number | |
| | |

3

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|---|---|
| Registration fees for job fairs in these communities | 0 | |
| Budget to adorn job fair booths with engaging give- a- ways | | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | |
| DEEDS Holler for Fire IV | · · · · 2024 | |
| PEERS Update for Fiscal Y | ear 2024 | |
| 63. CMS recognizes that PEERS data is only a year 2024? If yes, this will prompt demo employees, and their position breakdow | available as of 12/31/2023. Can your agency provide mor graphic questions for FY24 that gather information on to n (SPSA, PSA). * | re updated data for fiscal stal number of agency |
| Yes | | |
| O No | | |
| 64. What was the total number of employee | s for your agency in FY24? * | |
| 28 | | |
| The value must be a number | | |
| 65. What was the total number of African American employees at your agency? * | | |

The value must be a number

66. What was the total number of African American Senior Public Administrators at your agency?*

| 67. What was the total number of African American Public Service Administrators at your agency? * |
|---|
| 0 |
| The value must be a number |
| 68. What was the total number of Hispanic employees at your agency? * |
| 5 |
| The value must be a number |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * |
| 0 |
| The value must be a number |
| 71. What was the total number of Asian American employees at your agency? * |
| 0 |
| The value must be a number |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * |
| 0 |
| The value must be a number |
| 74. What was the total number of Native American employees at your agency? * |
| 0 |
| The value must be a number |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * | | |
|-----|--|--|--|
| | 1 | | |
| | The value must be a number | | |
| 98. | Of those, how many will be Senior Public Administrators? * | | |
| | 0 | | |
| | The value must be a number | | |
| 99. | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * | | |

The value must be a number

0

| 100. 10 | otal number of Hispanic Employees to be recruited in FY25: " |
|---------|---|
| | 1 |
| Th | ne value must be a number |
| 101. O | f those, how many will be Senior Public Service Administrators? * |
| 0 | 0 |
| Th | e value must be a number |
| 102. O | f the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| 0 | 0 |
| Th | e value must be a number |
| 103. To | otal number of Asian American Employees to be recruited in FY25: * |
| | 1 |
| Th | ne value must be a number |
| 104. O | f those, how many will be Senior Public Service Administrators? * |
| | 0 |
| Th | ne value must be a number |
| 105. O | f the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| Th | ne value must be a number |
| 106. To | otal number of Native American Employees to be recruited in FY25: * |
| | 1 |
| Th | ne value must be a number |
| 107. O | f those, how many will be Senior Public Service Administrators? * |
| 1 | 0 |
| 108. O | f the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? | | |
|---|---|--|
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 | | |
| Yes | | |
| No | | |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * | l | |
| ■ I Agree | | |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses REVENUE

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 3 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 2 |
| | The value must be a number |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| | are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * |
|----|--|
| | 1 |
| | The value must be a number |
|). | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| | 0 |
| | The value must be a number |
| 7. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| | 0 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| 9. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | in your agency does not currently track this information but will begin to build systems to report in the future, please enter 3333 here. |

26. How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least

| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|----|--|
| | 3 |
| Т | e value must be a number |
| | ow many Asian American employees in your agency were certified to conduct structured interviews and participated in at ast one structured interview panel during fiscal year 2024? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | e value must be a number |
| | ow many Native American employees in your agency were certified to conduct structured interviews and participated in least one structured interview panel during fiscal year 2024? * |
| lf | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| Т | e value must be a number |
| Т | e value must be a number |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| - | |
| | Internships |
| | Internships ow many paid interns did your agency hire during fiscal year 2024? * |
| (1 | Internships ow many paid interns did your agency hire during fiscal year 2024? * his may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| (T | Internships ow many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| (T | Internships ow many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 7 ne value must be a number |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 1 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 0 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |

| b. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | |
|--|--|
| 0 | |
| The value must be a number | |
| 41. How many of those interns were African American? * | |
| 0 | |
| The value must be a number | |
| 42. How many of those interns were Hispanic? * | |
| 0 | |
| The value must be a number | |
| 43. How many of those interns were Asian American? * | |
| 0 | |
| The value must be a number | |
| 44. How many of those interns were Native American? * | |
| 0 | |
| The value must be a number | |
| | |
| | |
| Agency Recruitment and Outreach | |
| Higher Education and Marketing Outreach | |
| 45. Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | |
| Yes | |
| ○ No | |
| Our agency does not track that information. | |
| No, but our agency would like to request support in building relationships with these colleges and universities. | |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|------------|--|
| | \bigcirc | Yes |
| | 0 | No |
| | 0 | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | \bigcirc | Yes |
| | 0 | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities |
| | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | 0 | Yes |
| | \bigcirc | No |
| | \bigcirc | Our agency does not track that information. |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |

| 49. Please select all Illinois Community Colleges that you conducted outreach with. * | | | | |
|---|--|--|--|--|
| Black Hawk College, Moline | | | | |
| CCC Richard J. Daley College | | | | |
| CCC Kennedy-King College | | | | |
| CCC Malcolm X College | | | | |
| CCC Olive-Harvey College | | | | |
| CCC Harry S. Truman College | | | | |
| CCC Harold Washington College | | | | |
| CCC Wilbur Wright College | | | | |
| Danville Area Community College, Danville | | | | |
| College of DuPage, Glen Ellyn | | | | |
| East St. Louis Community College Center, East St. Louis | | | | |
| Elgin Community College, Elgin | | | | |
| Harper College, Palatine | | | | |
| Heartland Community College, Normal | | | | |
| Highland Community College, Freeport | | | | |
| Illinois Central College, East Peoria | | | | |
| IL Eastern Community Colleges, Olney | | | | |
| Frontier Community College, Fairfield | | | | |
| Lincoln Trail College, Robinson | | | | |
| Olney Central College, Olney | | | | |
| Wabash Valley College, Mt. Carmel | | | | |
| IL Valley Community College, Oglesby | | | | |
| Joliet Junior College, Joliet | | | | |
| Kankakee Community College, Kankakee | | | | |
| Kaskaskia College, Centralia | | | | |
| Kishwaukee College, Malta | | | | |
| College of Lake County, Grayslake | | | | |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| V | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| | None of the above |

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|------|--|
| | ~ | Chicago State University |
| | | Eastern Illinois University |
| | ~ | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | V | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | ~ | University of Illinois Springfield |
| | V | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | | None of the above |

51. For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.)

Please provide answers as a semi-colon separated list.

Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members

Chicago Urban League: Springfield Boys & Girls Club: Lanphier High School; Latino Policy Forum: Illinois Asian American State Employees Association; Hispanic Pro; VA Work Study Program; Roll Call Chicagoland, Illinois; Asian American State Employee Association; Native Indian American Chicago Public School Association; Inner Voice Chicago; Chicago Veterans; Asian American Chamber of Commerce of Illinois; Asian American Resource and Cultural Center; University of Illinois Champaign; Asian American Cultural Center; Asianamericancenter@niu.edu; Chinese American Service League; Asian Human Services; Asian American Resource and Cultural Center (AARCC), Wounded Warrior Project; City Year Chicago Org; California Indian Manpower Consortium Inc.; Blue Shamrock Services; Pyramid Partnership Inc; Metropolitan Family Services; Internships 4

Diversity; Jack and Jill of America Inc; Poder Works Organization; Erie Neighborhood House Organization; Cook County Veterans Commission; Veterans Pathway to Home; Veterans Affairs, Jesse Brown VA Community Resource Referral Center; U.S. Department of Labor VETS Program; Central States SER Little Village Veterans Regional Office Vocational Rehabilitation Program

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|---------------------|
| African American | 0 | • |
| Hispanic | 0 | |
| Asian American | 0 | • |
| Native American | 0 | • |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| | responsible for coordinating recruitment outreach to in 124, in which areas did that person have decision-making | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |

| | If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all |
|-----|--|
| | that apply) * |
| | Hiring/Promotion |
| | Interviews |
| | Creating Policies |
| | ✓ N/A |
| | |
| | |
| | Agency Budget and Outreach |
| | Tuition Reimbursement and Budget Allocation |
| 57 | How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 57. | |
| | 24 |
| | The value must be a number |
| | |
| 58. | How many of those employees were African American? * |
| | 1 |
| | The value must be a number |
| 59. | How many of those employees were Hispanic? * |
| | 0 |
| | The value must be a number |
| 60. | How many of those employees were Asian American? * |
| | 4 |
| | The value must be a number |
| | |
| 61. | How many of those employees were Native American? * |
| 61. | How many of those employees were Native American? * |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | 0 |

PEERS Update for Fiscal Year 2024

| 63. | cMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * |
|-----|---|
| | Yes |
| | |

64. What was the total number of employees for your agency in FY24? *

| 1538 | |
|------|--|
|------|--|

The value must be a number

O No

65. What was the total number of African American employees at your agency? *

222

The value must be a number

66. What was the total number of African American Senior Public Administrators at your agency?*

6

| 67. What was the total number of African American Public Service Administrators at your agency? * |
|---|
| 13 |
| The value must be a number |
| 68. What was the total number of Hispanic employees at your agency? * |
| 65 |
| The value must be a number |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * |
| 7 |
| The value must be a number |
| 71. What was the total number of Asian American employees at your agency? * |
| 82 |
| The value must be a number |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * |
| 2 |
| The value must be a number |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * |
| 2 |
| The value must be a number |
| 74. What was the total number of Native American employees at your agency? * |
| 0 |
| The value must be a number |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |

76. What was the total number of Native American Public Service Administrators at your agency? *

0

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 3 |
| | The value must be a number |
| 98. | Of those, how many will be Senior Public Administrators? * |
| | 1 |

99. Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? *

3

The value must be a number

| 100. | lotal number of Hispanic Employees to be recruited in FY25: " |
|--------|--|
| | 1 |
| 1 | The value must be a number |
| 101. (| Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| 1 | The value must be a number |
| 102. (| Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 1 |
| 1 | The value must be a number |
| 103. | Total number of Asian American Employees to be recruited in FY25: * |
| | 1 |
| 1 | The value must be a number |
| 104. (| Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| 1 | The value must be a number |
| 105. | Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | i |
| 1 | The value must be a number |
| 106. | Total number of Native American Employees to be recruited in FY25: * |
| | 1 |
| 1 | The value must be a number |
| 107. (| Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| 108. (| Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 1 |
| | |

Closing

| 109. | Is your agency listed in the State Services Assurance Act? |
|------|--|
| | Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| | ○ Yes |
| | No No |
| 110. | By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| | ■ I Agree |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses STATE BOARD OF ELECTIONS

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. I | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-------|---|
| | 17 |
| - | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 17 |
| 1 | he value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 17 |
| 1 | he value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 17 |
| 1 | he value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 17 |
| 1 | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 17 |
| 1 | he value must be a number |
| 13. I | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 2 |
| 7 | The value must be a number |

| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are African American. * 2 The value must be a number of employees with responsibilities that routinely include employment outreach and recruitme who are Hispanic. * 2 The value must be a number of employees with responsibilities that routinely include employment outreach and recruitme who are Asian American. * 2 The value must be a number of employees with responsibilities that routinely include employment outreach and recruitme who are Asian American. * 2 The value must be a number of employees with responsibilities that routinely include employment outreach and recruitme who are Native American. * | | |
|--|---|-----------------------------------|
| who are African American.* 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Hispanic.* 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Asian American. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Native American. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Native American. * | | |
| The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Hispanic. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Asian American. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Native American. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Native American. * | ue must be a number | |
| The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Hispanic. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Asian American. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Native American. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Native American. * | | ecruitment |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Hispanic. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Asian American. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Native American. * | | |
| who are Hispanic. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Asian American. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Native American. * 2 The value must be a number | ue must be a number | |
| The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Asian American. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Native American. * 2 The value must be a number | | ecruitment |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Asian American. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Native American. * 2 The value must be a number | | |
| who are Asian American. * 2 The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Native American. * 2 The value must be a number | ue must be a number | |
| The value must be a number Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Native American. * 2 The value must be a number | | ecruitment |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitme who are Native American. * 2 The value must be a number | | |
| who are Native American. * 2 The value must be a number | ue must be a number | |
| The value must be a number | | ecruitment |
| | | |
| Agency Recruitment and Outreach | ue must de a number | |
| Agency Recruitment and Outreach | Agency Recruitment and Outreach | |
| The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that to for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one pathat counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do | ake place position, Ve have |
| How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| 21 | | |

| | 40 PM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|----|---|
|). | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 21 |
| | The value must be a number |
| 1. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 21 |
| | The value must be a number |
| 2. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 21 |
| | The value must be a number |
| | |
| 3. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 21 |
| | The value must be a number |
| | Agency Recruitment and Outreach Structured Interview Panels |
| 24 | |
| 4. | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| 1. | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 4. | |
| 4. | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |

https://forms.office.com/Pages/DesignPageV2.aspx?subpage=design&token=cf3c9032be234cdf83838138507fe5f9&id=nwgia7qOPEaE9TFxlQ-QBc...

| 4, 4.4 | 0 PM CMS F124 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|--------|--|
| | How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| ı | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 1 |
| - | The value must be a number |
| | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| I | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| - | The value must be a number |
| | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| ı | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| 20 | 11 |
| | How many structured interview panels were convened during fiscal year 2024? * |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 10 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach Internships |
| 30. | How many paid interns did your agency hire during fiscal year 2024? * |
| (| (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| | 1 |
| - | The value must be a number |
| 31. | How many of those interns were African American? * |
| | 0 |
| - | The value must be a number |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |

| | How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * |
|-------|---|
| | 0 |
| 1 | The value must be a number |
| 41. I | How many of those interns were African American? * |
| | 0 |
| 1 | The value must be a number |
| 42. I | How many of those interns were Hispanic? * |
| | 0 |
| 1 | The value must be a number |
| 43. I | How many of those interns were Asian American? * |
| | 0 |
| 1 | The value must be a number |
| 44. I | How many of those interns were Native American? * |
| | 0 |
| 1 | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving nstitution of higher learning? * |
| (| Yes |
| (| ○ No |
| (| Our agency does not track that information. |
| (| No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. | | s your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving tutions of higher learning? * |
|-----|------------|---|
| | 0 | Yes |
| | 0 | No |
| | | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | 0 | Yes |
| | 0 | No |
| | | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | \bigcirc | Yes |
| | 0 | No |
| | | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

Spoon River College, Canton

Triton College, River Grove

All of the above

None of the above

Waubonsee Community College, Sugar Grove

John Wood Community College, Quincy

| 50. | Plea | se select all Public State Universities that you conducted outreach with. * |
|-----|----------------|--|
| | | Chicago State University |
| | ~ | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | ~ | Southern Illinois University Carbondale |
| | V | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | V | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | V | Western Illinois University |
| | | All the above |
| | | None of the above |
| 51. | hirin Pleas | niring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity g efforts (community organizations, non-profits, etc.) e provide answers as a semi-colon separated list. e note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | • St | ate of Illinois Career Site |
| | | pringfield Black Chamber of Commerce |
| | | nois Association of Hispanic State Employees pringfield Urban League |
| | | nois Department of Human Rights |
| | | nois Department of Employment Security |
| | | deed BE Twitter, Facebook and public website |
| | | esleyan University |
| | | adley University |
| | | niversity of Illinois at Springfield |
| | | stern University cHenry County Workforce Board |
| | | nois WorkNet Center |
| | | ne Job Center WIOA Program |
| | | ke County Workforce Development |
| | | uPage Workforce Development nawnee Development Council, Inc. |
| | | outhern Illinois Workforce Development Board |
| | • El | ection Line |
| | • M | aryville University |

Agency Recruitment and Outreach

Recruitment Coordination

| 52. Does your agency/organizat individuals of the following r | | responsible for coordinating recruitment outreach to |
|---|-----|--|
| | Yes | No |
| African American | 0 | • |
| Hispanic | 0 | |
| Asian American | 0 | |
| Native American | 0 | |
| | | ordinating recruitment outreach to individuals from the African did that person have decision-making authority? (Check all |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| N/A | | |
| | | ordinating recruitment outreach to individuals from the did that person have decision-making authority? (Check all that |
| ✓ N/A | | |
| | | |

| 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|---|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) ★ Hiring/Promotion Interviews Creating Policies N/A |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 0 |
| The value must be a number |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |

| 50. How many of those employees were Asian American? * | | |
|--|--|--|
| 0 | | |
| The value must be a number | | |
| 61. How many of those employ | rees were Native American? * | |
| 0 | | |
| The value must be a number | | |
| | include an allocation for the following it Americans, and Native Americans in the | ems related to improving the representation of African workforce? * |
| | Yes | No |
| Registration fees for job fairs in these communities | 0 | |
| Budget to adorn job fair booths with engaging give- a- ways | 0 | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | |
| PEERS Update f | or Fiscal Year 2024 | |
| year 2024? If yes, this will p | | Can your agency provide more updated data for fiscal that gather information on total number of agency |
| Yes | | |
| No | | |
| 64. What was the total number | of employees for your agency in FY24? | |
| 72 | | |
| The value must be a number | | |

| 05. | what was the total number of African American employees at your agency? |
|-----|---|
| | 9 |
| | The value must be a number |
| 66. | What was the total number of African American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 67. | What was the total number of African American Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 2 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 0 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |

| 1 | | |
|--------------------------------|---|--|
| The value must be a number | | |
| unt a control to the | in a complexities a | |
| What was the total number of N | Native American Senior Public Administrators at your agency? * | |
| 0 | | |
| The value must be a number | | |
| | | |
| What was the total number of M | Native American Public Service Administrators at your agency? * | |
| What was the total number of N | | |

| 9/20/24, 4:40 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|---|---|
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| | |
| | |
| | |
| F' 17 222 - 15 | |
| Fiscal Year 2025 Goal S As requested by Employment Plan Adv plans for growth. My agency's goal for | isory Council Members, your agency is to assess their historical representation and develop their own |

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|------|--|
| | 0 |
| | The value must be a number |
| 98. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| 99. | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 100. | Total number of Hispanic Employees to be recruited in FY25: * |
| | 0 |
| | The value must be a number |
| 101. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 102. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| | The value must be a number |
| 103. | Total number of Asian American Employees to be recruited in FY25: * |
| | 0 |
| | The value must be a number |
| 104. | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| | The value must be a number |

| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
|--|
| 0 |
| The value must be a number |
| 106. Total number of Native American Employees to be recruited in FY25: * |
| 0 |
| The value must be a number |
| 107. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| 0 |
| |
| |
| Closing |
| 109. Is your agency listed in the State Services Assurance Act? |
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| |
| Yes |
| No |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual |
| Needs & Bilingual Pay survey. * |
| ○ I Agree |
| |
| |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses STATE BOARD OF INVESTMENT

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 3 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 1 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
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| | The value must be a number |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 1 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 3 |
| | The value must be a number |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| | are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * |
|----|--|
| | 1 |
| | The value must be a number |
|). | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| | 0 |
| | The value must be a number |
| ō. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| | 0 |
| | The value must be a number |
| 7. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| | 1 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| | |
|). | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| €. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |

| 20. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
|-----|--|
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| | The value must be a number |
| 21. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| 22. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| | The value must be a number |
| 23. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| 24. | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| 25. | How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | |

| If y | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|--------------------------|---|
| C | |
| The | e value must be a number |
| | |
| | ow many Asian American employees in your agency were certified to conduct structured interviews and participated in at ost one structured interview panel during fiscal year 2024? * |
| lf y | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| C | |
| The | e value must be a number |
| | ow many Native American employees in your agency were certified to conduct structured interviews and participated in least one structured interview panel during fiscal year 2024? * |
| lf y | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| C | |
| <u> </u> | |
| Нс | ow many structured interview panels were convened during fiscal year 2024? * our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
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| Ho The | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. e value must be a number Agency Recruitment and Outreach Internships ow many paid interns did your agency hire during fiscal year 2024? * is may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
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| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 2 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 2 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 2 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |

| 40. | How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |
| | A Bitt d Outre |
| | Agency Recruitment and Outreach Higher Education and Marketing Outreach |
| | |
| | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * |
| | Yes |
| | ○ No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * |
|--|
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| Yes |
| No No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |

| 49. | Plea | ise select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|--|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

Southwestern Illinois College, Belleville (formerly Belleville Area College)

Spoon River College, Canton

Triton College, River Grove

All of the above

None of the above

Waubonsee Community College, Sugar Grove

John Wood Community College, Quincy

| 50. | Ple | ase select all Public State Universities that you conducted outreach with. * |
|-----|-----|--|
| | ~ | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | V | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | V | University of Illinois Chicago |
| | V | University of Illinois Springfield |
| | V | University of Illinois Urbana-Champaign |
| | V | Western Illinois University |
| | | All the above |
| | | None of the above |
| | | |
| 51. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) |
| | | se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | | w America Alliance; Women Investment Professionals; National Association of State Treasurers; National Association of Securities Professionals; National sociation of Public Pension Attorneys; John Rodgers Internship Program at the University of Chicago |
| | | |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|----|
| African American | 0 | |
| Hispanic | 0 | |
| Asian American | 0 | • |
| Native American | 0 | • |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| | responsible for coordinating recruitment outreach to in 124, in which areas did that person have decision-making | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |

| American community during fiscal year 2 | y responsible for coordinating recruitment outreach to individuals from the Native 2024, in which areas did that person have decision-making authority? (Check all |
|---|---|
| that apply) * | |
| Hiring/Promotion | |
| Interviews | |
| Creating Policies | |
| ✓ N/A | |
| | |
| | |
| Agency Budget and Outro | each |
| Tuition Reimbursement and Budget Allo | cation |
| 57. How many employees in your agency re- | ceived tuition reimbursement in fiscal year 2024? * |
| 0 | |
| | |
| The value must be a number | |
| 58. How many of those employees were Afri | ican American? * |
| 0 | |
| The value must be a number | |
| 59. How many of those employees were His | panic? * |
| 0 | |
| The value must be a number | |
| 60. How many of those employees were Asia | an American? * |
| 0 | |
| The value must be a number | |
| 61. How many of those employees were Nat | tive American? * |
| 0 | |
| The value must be a number | |
| The value must be a number | |
| | |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|---|-----|----|
| Registration fees for job fairs in these communities | 0 | |
| Budget to adorn job fair booths with engaging give- a- ways | 0 | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | |

PEERS Update for Fiscal Year 2024

| 63. | . CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal |
|-----|---|
| | year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency |
| | employees, and their position breakdown (SPSA, PSA). * |

Yes

No

| 23/24, 12:41 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-------------------------|--|
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| | |
| Fiscal Year 2025 Goal S | etting *NEW* |

plans for growth. My agency's goal for increased representation:

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own

| 0 | |
|--|----------------------------------|
| The value must be a number | |
| 85. Of those, how many will be Senior Public Administrators? * | |
| 0 | |
| The value must be a number | |
| 86. Of the total number of African American employees to be recruited in FY25, how many Administrators? * | / will be Public Service |
| 0 | |
| The value must be a number | |
| 87. Total number of Hispanic Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 88. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| | |
| The value must be a number | |
| The value must be a number 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be | Public Service Administrators? * |
| | Public Service Administrators? * |
| 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be | Public Service Administrators? * |
| 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be | Public Service Administrators? * |
| 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be 0 The value must be a number | Public Service Administrators? * |
| 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be 0 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * | Public Service Administrators? * |
| 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be 0 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * | Public Service Administrators? * |
| 89. Of the total number of Hispanic employees to be recruited in FY25, how many will be 0 The value must be a number 90. Total number of Asian American Employees to be recruited in FY25: * 0 The value must be a number | Public Service Administrators? * |

| Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
|--|
| 0 |
| The value must be a number |
| 3. Total number of Native American Employees to be recruited in FY25: * |
| 0 |
| The value must be a number |
| 4. Of those, how many will be Senior Public Service Administrators? * |
| 0 |
| 5. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| 0 |
| |
| |
| Closing |
| 6. Is your agency listed in the State Services Assurance Act? |
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| O Yes |
| Yes |
| ● No |
| 7. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| ■ I Agree |
| |
| |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses STATE POLICE MERIT BOARD

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| | The value must be a number |
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| | 0 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 0 |
| | The value must be a number |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

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|----|--|
| | 0 |
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| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| | 0 |
| | The value must be a number |
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| 9. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| | 1 |

| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|---|--|
| | |
| | 0 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| I | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | American? * f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | |
| | The value must be a number |
| | |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Agency Recruitment and Outreach Structured Interview Panels |
| | Structured Interview Panels |
| | Structured Interview Panels How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | Structured Interview Panels |
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| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|--------|---|
| | 0 |
| T | he value must be a number |
| | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at east one structured interview panel during fiscal year 2024? * |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | he value must be a number |
| | How many Native American employees in your agency were certified to conduct structured interviews and participated in t least one structured interview panel during fiscal year 2024? * |
| lt | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| T | he value must be a number |
| | How many structured interview panels were convened during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 1 he value must be a number |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 1 Agency Recruitment and Outreach |
| III TT | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * |
| III (| your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 1 Agency Recruitment and Outreach Internships |
| III (| Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * |
| H (| Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| H () | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| H (() | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 he value must be a number |

| 0 |
|--|
| |
| The value must be a number |
| 33. How many of those interns were Asian American? * |
| 0 |
| The value must be a number |
| 34. How many of those interns were Native American? * |
| 0 |
| The value must be a number |
| 35. How many interns did your agency hire during fiscal year 2024? * |
| (This may include transitioning into post-summer, full-time PSC's) |
| 0 |
| The value must be a number |
| 36. How many of those interns were African American? * |
| 0 |
| The value must be a number |
| 37. How many of those interns were Hispanic? * |
| 0 |
| The value must be a number |
| 38. How many of those interns were Asian American? * |
| 0 |
| The value must be a number |
| 39. How many of those interns were Native American? * |
| |
| 0 |

| | 40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | | |
|------|--|--|--|
| | 0 | | |
| Ţ | he value must be a number | | |
| l. F | How many of those interns were African American? * | | |
| | 0 | | |
| T | he value must be a number | | |
| 2. F | How many of those interns were Hispanic? * | | |
| | 0 | | |
| T | he value must be a number | | |
| 3. F | How many of those interns were Asian American? * | | |
| | 0 | | |
| T | he value must be a number | | |
| 1. H | How many of those interns were Native American? * | | |
| | 0 | | |
| Ţ | | | |
| [| 0 | | |
| | The value must be a number | | |
| ō. C | O The value must be a number Agency Recruitment and Outreach | | |
| ō. C | Agency Recruitment and Outreach Higher Education and Marketing Outreach Ooes your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving | | |
| 5. C | Agency Recruitment and Outreach Higher Education and Marketing Outreach Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving institution of higher learning? * | | |
| 5. C | Agency Recruitment and Outreach Higher Education and Marketing Outreach Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | | |

| 46. | 16. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * | | | |
|-----|--|--|--|--|
| | 0 | Yes | | |
| | | No | | |
| | 0 | Our agency does not track that information. | | |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| | | | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * | | |
| | 0 | Yes | | |
| | | No | | |
| | 0 | Our agency does not track that information. | | |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities | | |
| | | | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * | | |
| | 0 | Yes | | |
| | | No | | |
| | 0 | Our agency does not track that information. | | |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| | | | | |

| 9. | . Please select all Illinois Community Colleges that you conducted outreach with. * | | | | |
|----|---|---|--|--|--|
| | | Black Hawk College, Moline | | | |
| | | CCC Richard J. Daley College | | | |
| | | CCC Kennedy-King College | | | |
| | | CCC Malcolm X College | | | |
| | | CCC Olive-Harvey College | | | |
| | | CCC Harry S. Truman College | | | |
| | | CCC Harold Washington College | | | |
| | | CCC Wilbur Wright College | | | |
| | | Danville Area Community College, Danville | | | |
| | | College of DuPage, Glen Ellyn | | | |
| | | East St. Louis Community College Center, East St. Louis | | | |
| | | Elgin Community College, Elgin | | | |
| | | Harper College, Palatine | | | |
| | | Heartland Community College, Normal | | | |
| | | Highland Community College, Freeport | | | |
| | | Illinois Central College, East Peoria | | | |
| | | IL Eastern Community Colleges, Olney | | | |
| | | Frontier Community College, Fairfield | | | |
| | | Lincoln Trail College, Robinson | | | |
| | | Olney Central College, Olney | | | |
| | | Wabash Valley College, Mt. Carmel | | | |
| | | IL Valley Community College, Oglesby | | | |
| | | Joliet Junior College, Joliet | | | |
| | | Kankakee Community College, Kankakee | | | |
| | | Kaskaskia College, Centralia | | | |
| | | Kishwaukee College, Malta | | | |
| | | College of Lake County, Grayslake | | | |

All of the above

None of the above

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|----------|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | V | None of the above |
| | | |
| | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) |
| | | se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | No | ne |

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|---------------------|
| African American | 0 | • |
| Hispanic | 0 | (a) |
| Asian American | 0 | • |
| Native American | 0 | |
| | responsible for coordinating recruitment outreach to ir 2024, in which areas did that person have decision-makir | |
| Hiring/Promotion | | |
| Interviews | | |
| Creating Policies | | |
| ✓ N/A | | |
| | responsible for coordinating recruitment outreach to ir 024, in which areas did that person have decision-makin | |
| | y responsible for coordinating recruitment outreach to ir 2024, in which areas did that person have decision-makir | |
| ✓ N/A | | |

| Hirring/Promotion Interviews Creating Policies N/A Agency Budget and Outreach Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 | Am | rour agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native nerican community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all at apply) * |
|--|--------|--|
| Agency Budget and Outreach Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number | | |
| Agency Budget and Outreach Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | Interviews |
| Agency Budget and Outreach Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | Creating Policies |
| Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | V | N/A |
| Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | |
| Tuition Reimbursement and Budget Allocation 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * 0 The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | Agency Budget and Outreach |
| The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | Tuition Reimbursement and Budget Allocation |
| The value must be a number 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | 57. Ho | w many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 58. How many of those employees were African American? * 0 The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | 0 | |
| The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | The | value must be a number |
| The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | | |
| The value must be a number 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | 58. Ho | w many of those employees were African American? * |
| 59. How many of those employees were Hispanic? * 0 The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | 0 | |
| The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | The | value must be a number |
| The value must be a number 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * | 59. Ho | w many of those employees were Hispanic? * |
| 60. How many of those employees were Asian American? * 0 The value must be a number 61. How many of those employees were Native American? * 0 | 0 | |
| The value must be a number 61. How many of those employees were Native American? * | The | value must be a number |
| The value must be a number 61. How many of those employees were Native American? * | 60. Ho | w many of those employees were Asian American? * |
| 61. How many of those employees were Native American? * | 0 | |
| 0 | The | value must be a number |
| | 61. Ho | w many of those employees were Native American? * |
| The value must be a number | 0 | |
| | The | value must be a number |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget to** adorn job fair booths with engaging givea- ways Overtime for employees to conduct outreach outside of normal business hours in these communities **PEERS Update for Fiscal Year 2024** 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * Yes No 64. What was the total number of employees for your agency in FY24? * 3 The value must be a number 65. What was the total number of African American employees at your agency? * 0 The value must be a number 66. What was the total number of African American Senior Public Administrators at your agency? * 0

The value must be a number

| 67. What was the total number of African American Public Service Administrators at your agency? * | | | |
|---|--|--|--|
| 0 | | | |
| The value must be a number | | | |
| 68. What was the total number of Hispanic employees at your agency? * | | | |
| 0 | | | |
| The value must be a number | | | |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * | | | |
| 0 | | | |
| The value must be a number | | | |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * | | | |
| 0 | | | |
| The value must be a number | | | |
| 71. What was the total number of Asian American employees at your agency? * | | | |
| 0 | | | |
| The value must be a number | | | |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * | | | |
| 0 | | | |
| The value must be a number | | | |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * | | | |
| 0 | | | |
| The value must be a number | | | |
| 74. What was the total number of Native American employees at your agency? * | | | |
| 0 | | | |
| The value must be a number | | | |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * | | | |
| 0 | | | |
| The value must be a number | | | |

| 76. What was the total number of Native American Pub | ic Service Administrators at your agency? * |
|--|---|
|--|---|

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| | 0 |
|----|--|
| | The value must be a number |
| 3. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
|). | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |

| 100. Total number of Hispanic Employees to be recruited in F125: " | |
|--|------------|
| 0 | |
| The value must be a number | |
| 101. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators | i? * |
| 0 | |
| The value must be a number | |
| 103. Total number of Asian American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 104. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Adminis | trators? |
| 0 | |
| The value must be a number | |
| 106. Total number of Native American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 107. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Admini | istrators? |
| 0 | |
| | |

Closing

| 109. | 09. Is your agency listed in the State Services Assurance Act? | | |
|------|--|--|--|
| | Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 | | |
| | Yes | | |
| | No No | | |
| 110. | By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * | | |
| | ■ I Agree | | |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses STATE POLICE

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 0 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 6 |
| | The value must be a number |

| | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * |
|----|--|
| | 4 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| | 3 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| | 1 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| 9. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| | f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 303 |
| | The value must be a number |

| 9: | 11 AM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-----|---|
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 30 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 15 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 5 |
| | The value must be a number |
| | |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | The value must be a number |
| | Agency Recruitment and Outreach Structured Interview Panels |
| 24. | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 193 |
| | The value must be a number |
| | How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 20 |

https://forms.office.com/Pages/DesignPageV2.aspx?subpage=design&token=cf3c9032be234cdf83838138507fe5f9&id=nwgia7qOPEaE9TFxlQ-QBc...

The value must be a number

| | ncy does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|--|--|
| 8 | |
| The value n | nust be a number |
| The value ii | |
| | y Asian American employees in your agency were certified to conduct structured interviews and participated in at structured interview panel during fiscal year 2024? * |
| If your ager | ncy does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 3 | |
| The value m | nust be a number |
| | y Native American employees in your agency were certified to conduct structured interviews and participated in ne structured interview panel during fiscal year 2024? * |
| If your ager | ncy does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 | |
| The value m | nust be a number |
| | |
| How man | y structured interview panels were convened during fiscal year 2024? * |
| | ncy does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| your uger | is about the carretary fluck and minormation but an begin to build systems to report in the lutale, please enter 5555 here. |
| 141 | |
| | |
| The value m | nust be a number |
| The value m | nust be a number |
| The value n | nust be a number |
| The value n | nust be a number |
| | |
| | gency Recruitment and Outreach |
| Αg | |
| Αg | Jency Recruitment and Outreach |
| A ç Inte | Jency Recruitment and Outreach |
| A <u>c</u> Inte | gency Recruitment and Outreach rnships y paid interns did your agency hire during fiscal year 2024? * |
| A <u>c</u> Inte | Jency Recruitment and Outreach |
| A <u>c</u> Inte | gency Recruitment and Outreach rnships y paid interns did your agency hire during fiscal year 2024? * |
| Acount of the second of the se | gency Recruitment and Outreach rnships y paid interns did your agency hire during fiscal year 2024? * |
| How man (This may in | gency Recruitment and Outreach rnships y paid interns did your agency hire during fiscal year 2024? * clude CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) must be a number |
| How man (This may in | gency Recruitment and Outreach rnships y paid interns did your agency hire during fiscal year 2024? * rclude CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| How man (This may in | gency Recruitment and Outreach rnships y paid interns did your agency hire during fiscal year 2024? * clude CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) must be a number |

| 32. | ow many of those interns were Hispanic? * | |
|-----|--|--|
| | 1 | |
| | The value must be a number | |
| 33. | How many of those interns were Asian American? * | |
| | 0 | |
| | The value must be a number | |
| 34. | How many of those interns were Native American? * | |
| | 0 | |
| | The value must be a number | |
| 35. | How many interns did your agency hire during fiscal year 2024? * | |
| | (This may include transitioning into post-summer, full-time PSC's) | |
| | 0 | |
| | The value must be a number | |
| 36. | How many of those interns were African American? * | |
| | 0 | |
| | The value must be a number | |
| 37. | How many of those interns were Hispanic? * | |
| | 0 | |
| | The value must be a number | |
| | How many of those interns were Asian American? * | |
| | 0 | |
| | The value must be a number | |
| 39. | How many of those interns were Native American? * | |
| | 0 | |
| | The value must be a number | |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| educational credit? * | |
|-----------------------|--|
| | 72 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 5 |
| | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 10 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 4 |
| | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * |
| | Yes |
| | ○ No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Servin Institutions of higher learning? * | | |
|--|---|--|
| Yes | | |
| No | | |
| Our ag | ency does not track that information. | |
| O No, bu | t our agency would like to request support in building relationships with these colleges and universities. | |
| | | |
| 47. Does your | agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * | |
| Yes | | |
| O No | | |
| Our ag | ency does not track that information. | |
| O No, bu | t our agency would like to request support in building relationships with these colleges and universities | |
| | | |
| 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher education | | |
| Yes | | |
| O No | | |
| Our ag | ency does not track that information. | |
| O No, bu | t our agency would like to request support in building relationships with these colleges and universities. | |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|----------|---|
| | V | Black Hawk College, Moline |
| | ~ | CCC Richard J. Daley College |
| | ~ | CCC Kennedy-King College |
| | V | CCC Malcolm X College |
| | ~ | CCC Olive-Harvey College |
| | V | CCC Harry S. Truman College |
| | V | CCC Harold Washington College |
| | V | CCC Wilbur Wright College |
| | ~ | Danville Area Community College, Danville |
| | ~ | College of DuPage, Glen Ellyn |
| | V | East St. Louis Community College Center, East St. Louis |
| | ~ | Elgin Community College, Elgin |
| | ~ | Harper College, Palatine |
| | V | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | ~ | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | V | Joliet Junior College, Joliet |
| | V | Kankakee Community College, Kankakee |
| | V | Kaskaskia College, Centralia |
| | V | Kishwaukee College, Malta |
| | V | College of Lake County, Grayslake |

| ~ | Lake Land College, Mattoon |
|----------|--|
| V | Lewis & Clark Community College, Godfrey |
| V | Lincoln Land Community College, Springfield |
| ~ | John A. Logan College, Carterville |
| V | McHenry County College, Crystal Lake |
| V | Moraine Valley Community College, Palos Hills |
| V | Morton College, Cicero |
| V | Oakton Community College, Des Plaines |
| ~ | Parkland College, Champaign |
| V | Prairie State College, Chicago Heights |
| V | Rend Lake College, Ina |
| V | Richland Community College, Decatur |
| V | Rock Valley College, Rockford |
| ~ | Carl Sandburg College, Galesburg |
| V | Sauk Valley Community College, Dixon |
| V | Shawnee Community College, Ullin |
| ~ | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| V | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| V | Spoon River College, Canton |
| ~ | Triton College, River Grove |
| V | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| | None of the above |

| 50. | Ple | ase select all Public State Universities that you conducted outreach with. * |
|-----|-------|---|
| | V | Chicago State University |
| | V | Eastern Illinois University |
| | V | Governors State University |
| | ~ | Illinois State University |
| | | Northeastern Illinois University |
| | V | Northern Illinois University |
| | V | Southern Illinois University Carbondale |
| | V | Southern Illinois University Edwardsville |
| | V | University of Illinois Chicago |
| | ~ | University of Illinois Springfield |
| | ~ | University of Illinois Urbana-Champaign |
| | V | Western Illinois University |
| | | All the above |
| | | None of the above |
| 51. | hirir | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) |
| | | se provide answers as a semi-colon separated list. se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |

The Recruitment Section partners and works jointly with the National Association for the Advancement of Colored People (NAACP); Hispanic Illinois State Law Enforcement Association (HISLEA); Polish American Police Association (PAPA); Association of Black Law Enforcement Officers (ABLE); Asian American Law Enforcement Association (AALEA);

Italian American Police Association (IAPA); Department of Defense (DoD) - SkillBridge; Legislator/Alderman Meetings in Chicagoland area.

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

Yes No African American Hispanic Asian American Native American 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews **Creating Policies** N/A 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 10 |
| The value must be a number |
| 58. How many of those employees were African American? * |
| 2 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 1 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | 0 | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | 0 |

PEERS Update for Fiscal Year 2024

| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * |
|---|
| Yes |
| ○ No |
| 64. What was the total number of employees for your agency in FY24? * |
| 2838 |
| The value must be a number |
| 65. What was the total number of African American employees at your agency? * |
| 270 |
| The value must be a number |
| 66. What was the total number of African American Senior Public Administrators at your agency? * |
| 3 |
| The value must be a number |

| 67. | What was the total number of African American Public Service Administrators at your agency? * |
|-----|---|
| | 1 |
| | The value must be a number |
| 68. | What was the total number of Hispanic employees at your agency? * |
| | 231 |
| | The value must be a number |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 71. | What was the total number of Asian American employees at your agency? * |
| | 51 |
| | The value must be a number |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * |
| | 0 |
| | The value must be a number |
| 74. | What was the total number of Native American employees at your agency? * |
| | 1 |
| | The value must be a number |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * |
| | 0 |
| | The value must be a number |

| 76. What was the total number of Native American Pub | ic Service Administrators at your agency? * |
|--|---|
|--|---|

0

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | The value must be a number |
| 98. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |

| 100. Total number of Hispanic Employees to be recruited in FY25: * | |
|--|----|
| 0 | |
| The value must be a number | |
| 101. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 103. Total number of Asian American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 104. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators * | ? |
| 0 | |
| The value must be a number | |
| 106. Total number of Native American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 107. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrator. * | 5? |
| 0 | |
| | |

Closing

109. Is your agency listed in the State Services Assurance Act?

Link to the State Services Assurance Act:

https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2

Pes

No

No

110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey.*

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses STATE RETIREMENT SYSTEMS

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities, that routinely include selecting job candidates for interviews. |
|-----|---|
| | 0 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 1 |
| | The value must be a number |

| 1 | |
|------------|---|
| The | value must be a number |
| | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are African American. * |
| 1 | |
| The | value must be a number |
| | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Hispanic. * |
| 1 | |
| The | value must be a number |
| | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Asian American. * |
| | |
| 1 | |
| | value must be a number |
| The Prowho | value must be a number vide the total number of employees with responsibilities that routinely include employment outreach and recruitment or are Native American. * |
| The Prowho | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment |
| The Prowho | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Native American. * |
| The Prowho | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment o are Native American. * |
| The Prowho | vide the total number of employees with responsibilities that routinely include employment outreach and recruitment of are Native American. * value must be a number |

| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|---|--|
| | 0 |
| | he value must be a number |
| | |
| | low many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were lispanic? * |
| ļ | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 1 |
| | ne value must be a number |
| | low many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian merican? * |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 1 |
| | ne value must be a number |
| | your agency does not currently track this information but will begin to build systems to report in the future, place enter 9000 bare |
| | your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 0 |
| | |
| | 0 |
| | 0 |
| | 0 |
| | 0 |
| | 0 ne value must be a number |
| | Agency Recruitment and Outreach Structured Interview Panels |
| | Agency Recruitment and Outreach Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | Agency Recruitment and Outreach Structured Interview Panels |
| | Agency Recruitment and Outreach Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| | Agency Recruitment and Outreach Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | Agency Recruitment and Outreach Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | Agency Recruitment and Outreach Structured Interview Panels low many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |

| | How many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | |
|-----|--|--|--|
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 1 | | |
| | The value must be a number | | |
| | How many Asian American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 1 | | |
| | The value must be a number | | |
| | How many Native American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | 0 | | |
| | The value must be a number | | |
| | How many structured interview panels were convened during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | |
| | | | |
| | 11 | | |
| | The value must be a number | | |
| | | | |
| | | | |
| | The value must be a number Agency Recruitment and Outreach | | |
| | The value must be a number | | |
| | The value must be a number Agency Recruitment and Outreach | | |
| 30. | The value must be a number Agency Recruitment and Outreach Internships | | |
| 30. | The value must be a number Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * | | |
| 30. | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | | |
| 30. | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) | | |
| 30. | Agency Recruitment and Outreach Internships How many paid interns did your agency hire during fiscal year 2024? * (This may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) 0 The value must be a number | | |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 0 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |

| | How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 41. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 42. | How many of those interns were Hispanic? * |
| | 0 |
| | The value must be a number |
| 43. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 44. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * |
| | ○ Yes |
| | No |
| | Our agency does not track that information. |
| | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * |
|--|
| Yes |
| No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| |
| 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| Yes |
| No No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities |
| |
| 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| Yes |
| No No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| |

| 9. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

| | Lake Land College, Mattoon |
|---|--|
| | Lewis & Clark Community College, Godfrey |
| | Lincoln Land Community College, Springfield |
| | John A. Logan College, Carterville |
| | McHenry County College, Crystal Lake |
| | Moraine Valley Community College, Palos Hills |
| | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| | Parkland College, Champaign |
| | Prairie State College, Chicago Heights |
| | Rend Lake College, Ina |
| | Richland Community College, Decatur |
| | Rock Valley College, Rockford |
| | Carl Sandburg College, Galesburg |
| | Sauk Valley Community College, Dixon |
| | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| V | None of the above |

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|----------|---|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | V | None of the above |
| | | |
| 1. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ag efforts (community organizations, non-profits, etc.) |
| | Pleas | se provide answers as a semi-colon separated list. |
| | Pleas | se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | Illin | ois Association of Hispanic State Employees; Illinois Asian American State Employees Association |
| | | |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to individuals of the following race or ethnicity? * Yes No African American Hispanic Asian American Native American 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A

| | If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|-----|--|
| | ✓ Hiring/Promotion |
| | ✓ Interviews |
| | ✓ Creating Policies |
| | □ N/A |
| | |
| | |
| | Agency Budget and Outreach |
| | Tuition Reimbursement and Budget Allocation |
| 57. | How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| | 1 |
| - | The value must be a number |
| 58. | How many of those employees were African American? * |
| | 0 |
| Ť | The value must be a number |
| 59. | How many of those employees were Hispanic? * |
| | 0 |
| 1 | The value must be a number |
| 60. | How many of those employees were Asian American? * |
| | 1 |
| | The value must be a number |
| 61. | How many of those employees were Native American? * |
| | 0 |
| İ | The value must be a number |

0

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? * Yes No Registration fees for job fairs in these communities **Budget to** adorn job fair booths with engaging givea- ways Overtime for employees to conduct outreach outside of normal business hours in these communities **PEERS Update for Fiscal Year 2024** 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * Yes No 64. What was the total number of employees for your agency in FY24? * 106 The value must be a number 65. What was the total number of African American employees at your agency? * 7 The value must be a number

66. What was the total number of African American Senior Public Administrators at your agency? *

| 67. What was the total number of African American Public Service Administrators at your agency? * |
|---|
| 0 |
| The value must be a number |
| 68. What was the total number of Hispanic employees at your agency? * |
| The true are tetal names or inspants amproposal at your against, |
| |
| The value must be a number |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * |
| 1 |
| The value must be a number |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * |
| 0 |
| The value must be a number |
| |
| 71. What was the total number of Asian American employees at your agency? * |
| 5 |
| The value must be a number |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * |
| 72. What was the total number of Asian American Senior Fubic Administrators at your agency: |
| 2 |
| The value must be a number |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * |
| 0 |
| The value must be a number |
| |
| 74. What was the total number of Native American employees at your agency? * |
| 0 |
| The value must be a number |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |

76. What was the total number of Native American Public Service Administrators at your agency? *

0

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| | 1 |
|----|--|
| | The value must be a number |
| 3. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |

| 100. Total number of Hispanic Employees to be recruited in F125: " | |
|--|------------|
| 0 | |
| The value must be a number | |
| 101. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators | i? * |
| 0 | |
| The value must be a number | |
| 103. Total number of Asian American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 104. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Adminis | trators? |
| 0 | |
| The value must be a number | |
| 106. Total number of Native American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 107. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Admini | istrators? |
| 0 | |
| | |

Closing

| 109. | Is your agency listed in the State Services Assurance Act? |
|------|--|
| | Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| | ○ Yes |
| | No |
| | By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| | ■ I Agree |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses TRANSPORTATION

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 0 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 0 |
| | The value must be a number |
| | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 0 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 6 |
| | The value must be a number |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| | are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | |
|--|--|--|
| | 3 | |
| | The value must be a number | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | |
| | 2 | |
| | The value must be a number | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | |
| | 1 | |
| | The value must be a number | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | |
| | 0 | |
| | The value must be a number | |
| | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | |
| | 0 | |
| | The value must be a number | |
| | | |
| | Agency Recruitment and Outreach | |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | |
| | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | |
| | 389 | |
| | The value must be a number | |

| , 1: | 51 PM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-------------|--|
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| 21. | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Structured Interview Panels |
| | |
| <u>'</u> 4. | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 |
| | The value must be a number |
| | |
| 25. | How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |
| | Management and the state of the |

If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here.

9999

| 24, 1:5 | 51 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|---------|---|--|
| | How many Hispanic employees in you one structured interview panel during | r agency were certified to conduct structured interviews and participated in at least fiscal year 2024? * |
| If | If your agency does not currently track this inf | formation but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 | |
| Т | The value must be a number | |
| | How many Asian American employees least one structured interview panel d | s in your agency were certified to conduct structured interviews and participated in at uring fiscal year 2024? * |
| If | If your agency does not currently track this inf | formation but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 | |
| Т | The value must be a number | |
| | How many Native American employee at least one structured interview pane | es in your agency were certified to conduct structured interviews and participated in l during fiscal year 2024? * |
| If | If your agency does not currently track this inf | formation but will begin to build systems to report in the future, please enter 9999 here. |
| | 9999 | |
| Т | The value must be a number | |
| | | |
| 29. F | How many structured interview panels | s were convened during fiscal year 2024? * |
| It | If your agency does not currently track this inf | formation but will begin to build systems to report in the future, please enter 9999 here. |
| | 544 | |
| T | The value must be a number | |
| | | |
| | | |
| | | |
| | Agency Recruitment an | nd Outreach |
| | Internships | |
| | internsinps | |
| 30. F | How many paid interns did your agen | cy hire during fiscal year 2024? * |
| (| (This may include CMS Diversity & Inclusion C | community Partner as well as Curry and any other interns) |
| | 2 | |
| T | The value must be a number | |
| | | |
| 31. F | How many of those interns were Afric | an American? * |
| | 0 | |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 0 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 76 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 5 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 2 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 23 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | |
| | The value must be a number |

| 40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange educational credit? * | |
|--|--|
| | 0 |
| 1 | he value must be a number |
| 41. l | How many of those interns were African American? * |
| | 0 |
| T | he value must be a number |
| 42. I | How many of those interns were Hispanic? * |
| | 0 |
| Т | he value must be a number |
| 43. I | How many of those interns were Asian American? * |
| | 0 |
| Т | he value must be a number |
| 44. I | How many of those interns were Native American? * |
| | 0 |
| Т | he value must be a number |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Higher Education and Marketing Outreach |
| | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving institution of higher learning? * |
| (| Yes |
| (| No No |
| (| Our agency does not track that information. |
| (| No, but our agency would like to request support in building relationships with these colleges and universities. |
| | |

| 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * |
|---|
| Yes |
| No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |
| 47. Does your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities |
| 48. Does your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| Yes |
| ○ No |
| Our agency does not track that information. |
| No, but our agency would like to request support in building relationships with these colleges and universities. |

| 49. Please select all Illinois Community Colleges that you conducted outreach with. * | | |
|---|---|--|
| V | Black Hawk College, Moline | |
| V | CCC Richard J. Daley College | |
| | CCC Kennedy-King College | |
| V | CCC Malcolm X College | |
| | CCC Olive-Harvey College | |
| | CCC Harry S. Truman College | |
| ~ | CCC Harold Washington College | |
| V | CCC Wilbur Wright College | |
| | Danville Area Community College, Danville | |
| | College of DuPage, Glen Ellyn | |
| ~ | East St. Louis Community College Center, East St. Louis | |
| | Elgin Community College, Elgin | |
| | Harper College, Palatine | |
| V | Heartland Community College, Normal | |
| | Highland Community College, Freeport | |
| V | Illinois Central College, East Peoria | |
| \lor | IL Eastern Community Colleges, Olney | |
| | Frontier Community College, Fairfield | |
| | Lincoln Trail College, Robinson | |
| | Olney Central College, Olney | |
| | Wabash Valley College, Mt. Carmel | |
| V | IL Valley Community College, Oglesby | |
| V | Joliet Junior College, Joliet | |
| V | Kankakee Community College, Kankakee | |
| | Kaskaskia College, Centralia | |
| | Kishwaukee College, Malta | |
| | College of Lake County, Grayslake | |

| ~ | Lake Land College, Mattoon |
|----------|--|
| V | Lewis & Clark Community College, Godfrey |
| V | Lincoln Land Community College, Springfield |
| ~ | John A. Logan College, Carterville |
| V | McHenry County College, Crystal Lake |
| V | Moraine Valley Community College, Palos Hills |
| V | Morton College, Cicero |
| | Oakton Community College, Des Plaines |
| ~ | Parkland College, Champaign |
| ~ | Prairie State College, Chicago Heights |
| 7 | Rend Lake College, Ina |
| ~ | Richland Community College, Decatur |
| V | Rock Valley College, Rockford |
| ~ | Carl Sandburg College, Galesburg |
| V | Sauk Valley Community College, Dixon |
| V | Shawnee Community College, Ullin |
| | South Suburban College, South Holland |
| | Southeastern Illinois College, Harrisburg |
| | Southwestern Illinois College, Belleville (formerly Belleville Area College) |
| | Spoon River College, Canton |
| | Triton College, River Grove |
| | Waubonsee Community College, Sugar Grove |
| | John Wood Community College, Quincy |
| | All of the above |
| | None of the above |

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|----------|---|
| | V | Chicago State University |
| | | Eastern Illinois University |
| | ~ | Governors State University |
| | V | Illinois State University |
| | | Northeastern Illinois University |
| | V | Northern Illinois University |
| | V | Southern Illinois University Carbondale |
| | V | Southern Illinois University Edwardsville |
| | V | University of Illinois Chicago |
| | V | University of Illinois Springfield |
| | V | University of Illinois Urbana-Champaign |
| | ~ | Western Illinois University |
| | | All the above |
| | | None of the above |
| | | |
| | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ag efforts (community organizations, non-profits, etc.) |

Please provide answers as a semi-colon separated list.

Please note this question has been added as requested by Legislators and Employment Plan Advisory Council Members

Divine 9 sororities and fraternities; Illinois NAACP; Black Chamber of Commerce;160 driving academy; Chicago transit authority; Kankakee workforce services; Chicago transit authority; Association House of Chicago; Latino policy forum; Illinois Hispanic chamber of commerce; US probation office; Illinis veteran affairs; Illinois National Guard; Scott Airforce base; Rock Island Arsenal; US Department of Veteran Affairs; Chicago Lighthouse; Cook County veterans assistance commission; Handshake

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? * Yes No African American Hispanic Asian American Native American 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the African American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A 55. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Asian American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews Creating Policies N/A

56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native

| American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|---|
| ✓ Hiring/Promotion |
| Interviews |
| Creating Policies |
| □ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 9 |
| The value must be a number |
| 58. How many of those employees were African American? * |
| 1 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|--|-----|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | 0 |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | | |

PEERS Update for Fiscal Year 2024

| 63. | . CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal |
|-----|---|
| | year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency |
| | employees, and their position breakdown (SPSA, PSA). * |

Yes

(No

| I:51 PM | CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|----------|---|
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| | |
| | |
| | |
| | |
| | |
| 10 miles | |
| | Goal Setting *NEW* ent Plan Advisory Council Members, your agency is to assess their historical representation and develop their own |

| 84. | 34. Total number of additional African American Employees to be recruited in FY25: * | |
|-----|--|--|
| | 9999 | |
| | The value must be a number | |
| 85. | Of those, how many will be Senior Public Administrators? * | |
| | 9999 | |
| | The value must be a number | |
| 86. | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * | |
| | 9999 | |
| | The value must be a number | |
| 87. | Total number of Hispanic Employees to be recruited in FY25: * | |
| | 9999 | |
| | The value must be a number | |
| 88. | Of those, how many will be Senior Public Service Administrators? * | |
| | 9999 | |
| | The value must be a number | |
| 89. | Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * | |
| | 9999 | |
| | The value must be a number | |
| 90. | Total number of Asian American Employees to be recruited in FY25: * | |
| | 9999 | |
| | The value must be a number | |
| 91. | Of those, how many will be Senior Public Service Administrators? * | |
| | 9999 | |
| | The value must be a number | |
| | | |

| 92. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? * |
|--|
| 9999 |
| The value must be a number |
| 93. Total number of Native American Employees to be recruited in FY25: * |
| 9999 |
| The value must be a number |
| 94. Of those, how many will be Senior Public Service Administrators? * |
| 9999 |
| 95. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? * |
| 9999 |
| Closing |
| 96. Is your agency listed in the State Services Assurance Act? |
| Link to the State Services Assurance Act: https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 |
| ○ Yes |
| No No |
| 97. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * |
| |
| (I Agree |
| |
| |

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses

VETERANS' AFFAIRS

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

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https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 17 The value must be a number 8. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American.* 6. The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 5. The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 0. The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1. The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0. The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * 14. The value must be a number | 7. | Provide the total number of employees with responsibilities, that routiliery include selecting job candidates for interviews. |
|--|-----|---|
| 8. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * 6 The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 5 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 0 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | 17 |
| who are African American, Asian American, Hispanic, and/or Native American. * 6 The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 5 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 0 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | The value must be a number |
| The value must be a number 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 5 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 0 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number | | |
| 9. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * 5 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 0 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | 6 |
| who are African American.* 5 The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic.* 0 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | The value must be a number |
| The value must be a number 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 11. The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | |
| 10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * 0 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | 5 |
| who are Hispanic. * 0 The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | The value must be a number |
| The value must be a number 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | |
| 11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | 0 |
| who are Asian American. * 1 The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | The value must be a number |
| The value must be a number 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | |
| 12. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * 0 The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | 1 |
| who are Native American. * 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | The value must be a number |
| The value must be a number 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | |
| 13. Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * | | 0 |
| 14 | | The value must be a number |
| | 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| The value must be a number | | 14 |
| | | The value must be a number |

| 14. | Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who are African American, Asian American, Hispanic, Native American, and/or Hawaiian/Other Pacific Islander. * | | | |
|-----|--|--|--|--|
| | 2 | | | |
| | The value must be a number | | | |
| 15. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 16. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * | | | |
| | 2 | | | |
| | The value must be a number | | | |
| 17. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| 18. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * | | | |
| | 0 | | | |
| | The value must be a number | | | |
| | | | | |
| | | | | |
| | Agency Recruitment and Outreach | | | |
| | The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. | | | |
| 19. | How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * | | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | |
| | 66 | | | |
| | The value must be a number | | | |
| | | | | |

The value must be a number

| I, 9:' | 5 AM CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey | | | | |
|--------|--|--|--|--|--|
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were African American? * | | | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | | |
| | 15 | | | | |
| | The value must be a number | | | | |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * | | | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | | |
| | 3 | | | | |
| | The value must be a number | | | | |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * | | | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | | |
| | 1 | | | | |
| | The value must be a number | | | | |
| | How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | | |
| | 1 | | | | |
| | | | | | |
| | The value must be a number | | | | |
| | | | | | |
| | Agency Recruitment and Outreach | | | | |
| | Structured Interview Panels | | | | |
| 24. | How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * | | | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | | |
| | 9999 | | | | |
| | The value must be a number | | | | |
| | How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * | | | | |
| | If your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. | | | | |

The value must be a number

| 4, 9:15 A | M CMS FY24 Employment Plans & Bilingual Needs, Bilingual Pay Annual Survey |
|-----------|---|
| | w many Hispanic employees in your agency were certified to conduct structured interviews and participated in at least estructured interview panel during fiscal year 2024? * |
| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 99 | 999 |
| The | value must be a number |
| | w many Asian American employees in your agency were certified to conduct structured interviews and participated in at st one structured interview panel during fiscal year 2024? * |
| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 99 | 999 |
| The | value must be a number |
| | w many Native American employees in your agency were certified to conduct structured interviews and participated in east one structured interview panel during fiscal year 2024? * |
| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 99 | 999 |
| The | value must be a number |
| | |
| 29. Ho | w many structured interview panels were convened during fiscal year 2024? * |
| If yo | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 99 | 999 |
| The | value must be a number |
| | |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Internships |
| 30. Ho | w many paid interns did your agency hire during fiscal year 2024? * |
| (Thi | s may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| 4 | |
| The | value must be a number |
| | |
| 31. Ho | w many of those interns were African American? * |
| 2 | |

| 32. | How many of those interns were Hispanic? * |
|-----|--|
| | 1 |
| | The value must be a number |
| 33. | How many of those interns were Asian American? * |
| | 0 |
| | The value must be a number |
| 34. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |
| 35. | How many interns did your agency hire during fiscal year 2024? * |
| | (This may include transitioning into post-summer, full-time PSC's) |
| | 2 |
| | The value must be a number |
| 36. | How many of those interns were African American? * |
| | 0 |
| | The value must be a number |
| 37. | How many of those interns were Hispanic? * |
| | 2 |
| | The value must be a number |
| 38. | How many of those interns were Asian American? * |
| | 1 |
| | The value must be a number |
| 39. | How many of those interns were Native American? * |
| | 0 |
| | The value must be a number |

| 40. | How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? * | | | | |
|--|---|--|--|--|--|
| | 0 | | | | |
| | The value must be a number | | | | |
| 41. How many of those interns were African American? * | | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 42. | How many of those interns were Hispanic? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 43. | How many of those interns were Asian American? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| 44. | 44. How many of those interns were Native American? * | | | | |
| | 0 | | | | |
| | The value must be a number | | | | |
| | | | | | |
| | Agency Recruitment and Outreach | | | | |
| | Higher Education and Marketing Outreach | | | | |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges $\&$ Universities or Black Serving Institution of higher learning? $*$ | | | | |
| | Yes | | | | |
| | O No | | | | |
| | Our agency does not track that information. | | | | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | | | | |

| 46. | 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * | | | |
|-----|---|--|--|--|
| | \bigcirc | Yes | | |
| | 0 | No | | |
| | \bigcirc | Our agency does not track that information. | | |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * | | |
| | \bigcirc | Yes | | |
| | 0 | No | | |
| | \bigcirc | Our agency does not track that information. | | |
| | | No, but our agency would like to request support in building relationships with these colleges and universities | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * | | |
| | \bigcirc | Yes | | |
| | 0 | No | | |
| | 0 | Our agency does not track that information. | | |
| | | No, but our agency would like to request support in building relationships with these colleges and universities. | | |
| | | | | |

| 49. Please select all Illinois Community Colleges that you conducted outreach with. * | | | |
|---|--|--|--|
| Black Hawk College, Moline | | | |
| CCC Richard J. Daley College | | | |
| CCC Kennedy-King College | | | |
| CCC Malcolm X College | | | |
| CCC Olive-Harvey College | | | |
| CCC Harry S. Truman College | | | |
| CCC Harold Washington College | | | |
| CCC Wilbur Wright College | | | |
| Danville Area Community College, Danville | | | |
| College of DuPage, Glen Ellyn | | | |
| East St. Louis Community College Center, East St. Louis | | | |
| Elgin Community College, Elgin | | | |
| Harper College, Palatine | | | |
| Heartland Community College, Normal | | | |
| Highland Community College, Freeport | | | |
| Illinois Central College, East Peoria | | | |
| IL Eastern Community Colleges, Olney | | | |
| Frontier Community College, Fairfield | | | |
| Lincoln Trail College, Robinson | | | |
| Olney Central College, Olney | | | |
| Wabash Valley College, Mt. Carmel | | | |
| IL Valley Community College, Oglesby | | | |
| Joliet Junior College, Joliet | | | |
| Kankakee Community College, Kankakee | | | |
| Kaskaskia College, Centralia | | | |
| Kishwaukee College, Malta | | | |
| College of Lake County, Grayslake | | | |

Triton College, River Grove

All of the above

None of the above

Waubonsee Community College, Sugar Grove

John Wood Community College, Quincy

| 50. | 50. Please select all Public State Universities that you conducted outreach with. * | | | |
|-----|---|---|--|--|
| | | Chicago State University | | |
| | | Eastern Illinois University | | |
| | | Governors State University | | |
| | | Illinois State University | | |
| | | Northeastern Illinois University | | |
| | | Northern Illinois University | | |
| | V | Southern Illinois University Carbondale | | |
| | | Southern Illinois University Edwardsville | | |
| | V | University of Illinois Chicago | | |
| | | University of Illinois Springfield | | |
| | | University of Illinois Urbana-Champaign | | |
| | | Western Illinois University | | |
| | | All the above | | |
| | | None of the above | | |
| 51. | hirir | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) | | |
| | | se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members | | |

IDVA is currently in the process of creating and developing a new HR Recruitment Unit with a focus on diversifying our hires. This unit will focus on proactive outreach within communities to build a workforce that truly reflects the rich diversity of our community. By fostering an inclusive work environment, we are committed to ensuring that every step of the recruitment process is designed to attract and retain diverse talent.

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | | Yes | No | |
|--|---|---|----|--|
| | African American | 0 | | |
| | Hispanic | 0 | | |
| | Asian American | 0 | • | |
| | Native American | 0 | • | |
| | 53. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Africa American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * Hiring/Promotion Interviews N/A | | | |
| 54. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Hispanic community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * ☐ Hiring/Promotion ☐ Interviews ☐ Creating Policies ☑ N/A | | | | |
| | | r responsible for coordinating recruitment outreach to in 2024, in which areas did that person have decision-makir | | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 6 |
| The value must be a number |
| 58. How many of those employees were African American? * |
| 3 |
| The value must be a number |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |

5

The value must be a number

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No |
|---|------------------------------------|----|
| Registration fees for job fairs in these communities | | 0 |
| Budget to adorn job fair booths with engaging give- a- ways | | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | |
| PEERS Update for Fisca | l Year 2024 | |
| | | |
| 63. CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * | | |
| Yes | | |
| No | | |
| 64. What was the total number of employees for your agency in FY24? * | | |
| 1282 | | |
| The value must be a number | | |
| 65. What was the total number of African | American employees at your agency? | * |

66. What was the total number of African American Senior Public Administrators at your agency?*

| 67. | What was the total number of African American Public Service Administrators at your agency? * | | |
|-----|---|--|--|
| | 999 | | |
| | The value must be a number | | |
| 68. | What was the total number of Hispanic employees at your agency? * | | |
| | 77 | | |
| | The value must be a number | | |
| 69. | What was the total number of Hispanic Senior Public Administrators at your agency? * | | |
| | 2 | | |
| | The value must be a number | | |
| 70. | What was the total number of Hispanic Public Service Administrators at your agency? * | | |
| | 10 | | |
| | The value must be a number | | |
| 71. | What was the total number of Asian American employees at your agency? * | | |
| | 70 | | |
| | The value must be a number | | |
| 72. | What was the total number of Asian American Senior Public Administrators at your agency? * | | |
| | 3 | | |
| | The value must be a number | | |
| 73. | What was the total number of Asian American Public Service Administrators at your agency? * | | |
| | 999 | | |
| | The value must be a number | | |
| 74. | What was the total number of Native American employees at your agency? * | | |
| | 16 | | |
| | The value must be a number | | |
| 75. | What was the total number of Native American Senior Public Administrators at your agency? * | | |
| | 1 | | |
| | The value must be a number | | |

76. What was the total number of Native American Public Service Administrators at your agency? *

| 999 | | |
|-----|--|--|
| 999 | | |
| | | |

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

The value must be a number

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | 10 |
| | The value must be a number |
| 98. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| 99. | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |

| 100. 1 | otal number of Hispanic Employees to be recruited in FY25: " |
|--------|--|
| | 10 |
| Т | he value must be a number |
| 101. (| Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| T | he value must be a number |
| 102. (| Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |
| Т | he value must be a number |
| 103. T | Total number of Asian American Employees to be recruited in FY25: * |
| | 10 |
| Ţ | he value must be a number |
| 104. (| Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| Т | he value must be a number |
| 105. (| Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| T | he value must be a number |
| 106. T | Total number of Native American Employees to be recruited in FY25: * |
| | 5 |
| T | he value must be a number |
| 107. 0 | Of those, how many will be Senior Public Service Administrators? * |
| | 0 |
| 108. (| Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? |
| | 0 |
| | |

Closing

109. Is your agency listed in the State Services Assurance Act?

Link to the State Services Assurance Act:

https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2

Pes

No

No

110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey.*

FY24 EMPLOYMENT PLAN REPORT APPENDIX Individual Survey Responses WORKERS' COMPENSATION COMMISSION

CMS is statutorily designated to develop the African American, Asian American, Hispanic, Native American Employment Plans to monitor State agency compliance. The Fiscal Year 2024 report provides data to mark progress of efforts and demographic trends.

This document serves as an appendix that details electronic survey answers as submitted by each agency.

CMS streamlined FY24 Statute Employment Plan and Bilingual Needs & Bilingual Pay questions into one survey. Redacted from this document are specific agency-contact details and survey answers that pertain to the Bilingual Needs & Bilingual Pay Report.

The full FY24 African American, Asian American, Hispanic, and Native American Employment Plan Report can be found online at:

https://cms.illinois.gov/personnel/dep.html

Agency Recruitment and Outreach

Candidate Selection and Recruitment

| 7. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. * |
|-----|---|
| | 15 |
| | The value must be a number |
| 8. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. * |
| | 4 |
| | The value must be a number |
| 9. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American. * |
| | 2 |
| | The value must be a number |
| 10. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. * |
| | 1 |
| | The value must be a number |
| 11. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. * |
| | 1 |
| | The value must be a number |
| 12. | Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Native American. * |
| | 0 |
| | The value must be a number |
| 13. | Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. * |
| | 15 |
| | The value must be a number |

14. Provide the total number of employees with responsibilities routinely include employment outreach and recruitment who

| 4 |
|---|
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are African American. * |
| 2 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Hispanic. * |
| 1 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Asian American. * |
| 1 |
| The value must be a number |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment who are Native American. * |
| |
| The value must be a number |
| Agency Recruitment and Outreach |
| The following questions seek data regarding structured interview panels and interviewers. For purposes of this survey, a structured interview panel includes CMS-certified interviewers assigned to conduct interviews to fill an employment position. All of the interviews that take place |
| for that singular posting are handled by one structured interview panel. In other words, if a panel conducted 10 interviews for one position, that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |
| that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? * |
| that counts as one interview panel. Recent legislation requires this report include demographic information of applicants as well. We have asked this question in the past. You will see these some questions are no longer in the survey as we understand sister agencies do not have access to this data. CMS is building the technology to aim and gather this information to include in future final reports. |

| f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|---|
| |
| 2 |
| The value must be a number |
| |
| How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Hispanic? * |
| f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 |
| The value must be a number |
| How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? * |
| f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 |
| The value must be a number |
| |
| How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Native American? * |
| f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| 0 |
| |
| The value must be a number |
| |
| |
| |
| Agency Recruitment and Outreach |
| Structured Interview Panels |
| |
| 20242 * |
| |
| How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? * |
| f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| |
| f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 12 The value must be a number How many African American employees in your agency were certified to conduct structured interviews and participated in |
| f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 12 The value must be a number |
| f your agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. 12 The value must be a number How many African American employees in your agency were certified to conduct structured interviews and participated in at least one structured interview panel during fiscal year 2024? * |

| | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
|------|---|
| | |
| (| |
| Th | e value must be a number |
| | |
| | ow many Asian American employees in your agency were certified to conduct structured interviews and participated in at ast one structured interview panel during fiscal year 2024? * |
| lf y | rour agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| (| |
| Th | e value must be a number |
| | ow many Native American employees in your agency were certified to conduct structured interviews and participated in least one structured interview panel during fiscal year 2024? * |
| lf y | our agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | |
| Th | e value must be a number |
| | |
| | 20242* |
| | ow many structured interview panels were convened during fiscal year 2024? * |
| If y | rour agency does not currently track this information but will begin to build systems to report in the future, please enter 9999 here. |
| | 2 |
| Th | e value must be a number |
| | e value must be a number |
| | |
| | |
| | |
| | |
| | Agency Recruitment and Outreach |
| | Agency Recruitment and Outreach |
| | |
| Ц | Internships |
| | Internships ow many paid interns did your agency hire during fiscal year 2024? * |
| | Internships |
| | Internships ow many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| (Th | Internships ow many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| (Th | Internships ow many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| (Th | Internships ow many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) |
| (Th | Internships ow many paid interns did your agency hire during fiscal year 2024? * nis may include CMS Diversity & Inclusion Community Partner as well as Curry and any other interns) e value must be a number ow many of those interns were African American? * |

40. How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for

| | educational credit? * | |
|---|--|--|
| | 0 | |
| | The value must be a number | |
| 41. | How many of those interns were African American? * | |
| | 0 | |
| | The value must be a number | |
| 42. | How many of those interns were Hispanic? * | |
| | 0 | |
| | The value must be a number | |
| 43. | How many of those interns were Asian American? * | |
| | 0 | |
| | The value must be a number | |
| 44. How many of those interns were Native American? * | | |
| | 0 | |
| | The value must be a number | |
| | | |
| | | |
| | Agency Recruitment and Outreach | |
| | Higher Education and Marketing Outreach | |
| 45. | Does your agency identify and then conduct outreach with Historically Black Colleges & Universities or Black Serving Institution of higher learning? * | |
| | ○ Yes | |
| | No No | |
| | Our agency does not track that information. | |
| | No, but our agency would like to request support in building relationships with these colleges and universities. | |
| | | |

| | 46. Does your agency identify and then conduct outreach with Asian American and Native American Pacific Islander Serving Institutions of higher learning? * | |
|-----|--|--|
| | 0 | Yes |
| | | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |
| | | |
| 47. | Doe | s your agency identify and then conduct outreach with Hispanic Serving Institutions of higher education in Illinois? * |
| | 0 | Yes |
| | | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities |
| | | |
| 48. | Doe | s your agency identify and then conduct outreach with Native American Serving Institutions of higher education? * |
| | 0 | Yes |
| | | No |
| | 0 | Our agency does not track that information. |
| | 0 | No, but our agency would like to request support in building relationships with these colleges and universities. |

| 49. | Plea | se select all Illinois Community Colleges that you conducted outreach with. * |
|-----|------|---|
| | | Black Hawk College, Moline |
| | | CCC Richard J. Daley College |
| | | CCC Kennedy-King College |
| | | CCC Malcolm X College |
| | | CCC Olive-Harvey College |
| | | CCC Harry S. Truman College |
| | | CCC Harold Washington College |
| | | CCC Wilbur Wright College |
| | | Danville Area Community College, Danville |
| | | College of DuPage, Glen Ellyn |
| | | East St. Louis Community College Center, East St. Louis |
| | | Elgin Community College, Elgin |
| | | Harper College, Palatine |
| | | Heartland Community College, Normal |
| | | Highland Community College, Freeport |
| | | Illinois Central College, East Peoria |
| | | IL Eastern Community Colleges, Olney |
| | | Frontier Community College, Fairfield |
| | | Lincoln Trail College, Robinson |
| | | Olney Central College, Olney |
| | | Wabash Valley College, Mt. Carmel |
| | | IL Valley Community College, Oglesby |
| | | Joliet Junior College, Joliet |
| | | Kankakee Community College, Kankakee |
| | | Kaskaskia College, Centralia |
| | | Kishwaukee College, Malta |
| | | College of Lake County, Grayslake |

John Wood Community College, Quincy

All of the above

None of the above

13/25

| 50. | Plea | ase select all Public State Universities that you conducted outreach with. * |
|-----|-------|--|
| | | Chicago State University |
| | | Eastern Illinois University |
| | | Governors State University |
| | | Illinois State University |
| | | Northeastern Illinois University |
| | | Northern Illinois University |
| | | Southern Illinois University Carbondale |
| | | Southern Illinois University Edwardsville |
| | | University of Illinois Chicago |
| | | University of Illinois Springfield |
| | | University of Illinois Urbana-Champaign |
| | | Western Illinois University |
| | | All the above |
| | ~ | None of the above |
| | | |
| 1. | | hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity ng efforts (community organizations, non-profits, etc.) |
| | | se provide answers as a semi-colon separated list. |
| | Pleas | se note this question has been added as requested by Legislators and Employment Plan Advisory Council Members |
| | | e IWCC creates email announcements for internal recruitment; groups are compiled primarily from State of IL Outlook databases. External recruitment |

Agency Recruitment and Outreach

Recruitment Coordination

52. Does your agency/organization have an employee formally responsible for coordinating recruitment outreach to

individuals of the following race or ethnicity? *

| | Yes | No |
|---------------------|---|----|
| African American | 0 | |
| Hispanic | 0 | |
| Asian American | 0 | • |
| Native American | 0 | • |
| | r responsible for coordinating recruitment outreach to in 2024, in which areas did that person have decision-makir | |
| | r responsible for coordinating recruitment outreach to in 024, in which areas did that person have decision-making | |
| | r responsible for coordinating recruitment outreach to in 2024, in which areas did that person have decision-makir | |

| 56. If your agency had an employee formally responsible for coordinating recruitment outreach to individuals from the Native American community during fiscal year 2024, in which areas did that person have decision-making authority? (Check all that apply) * |
|--|
| |
| Hiring/Promotion |
| Interviews |
| Creating Policies |
| ✓ N/A |
| |
| |
| |
| Agency Budget and Outreach |
| Tuition Reimbursement and Budget Allocation |
| 57. How many employees in your agency received tuition reimbursement in fiscal year 2024? * |
| 57. now many employees in your agency received tuition reimbursement in listal year 2024: |
| 0 |
| The value must be a number |
| |
| 58. How many of those employees were African American? * |
| 0 |
| The value must be a number |
| |
| 59. How many of those employees were Hispanic? * |
| 0 |
| The value must be a number |
| |
| 60. How many of those employees were Asian American? * |
| 0 |
| The value must be a number |
| |
| 61. How many of those employees were Native American? * |
| 0 |
| The value must be a number |
| |
| |

63.

64.

65.

66.

The value must be a number

62. Does your agency's budget include an allocation for the following items related to improving the representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce? *

| | Yes | No | |
|---|---|----|--|
| Registration fees for job fairs in these communities | 0 | | |
| Budget to adorn job fair booths with engaging give- a- ways | 0 | | |
| Overtime for employees to conduct outreach outside of normal business hours in these communities | 0 | | |
| | | | |
| PEERS Update for Fiscal | Year 2024 | | |
| CMS recognizes that PEERS data is only available as of 12/31/2023. Can your agency provide more updated data for fiscal year 2024? If yes, this will prompt demographic questions for FY24 that gather information on total number of agency employees, and their position breakdown (SPSA, PSA). * | | | |
| Yes | | | |
| ○ No | | | |
| What was the total number of employe | ees for your agency in FY24? * | | |
| 101 | | | |
| The value must be a number | The value must be a number | | |
| What was the total number of African American employees at your agency? * | | | |
| 18 | | | |
| The value must be a number | | | |
| What was the total number of African A | American Senior Public Administrators at your agency? * | | |
| | | | |

| 67. What was the total number of African American Public Service Administrators at your agency? * |
|---|
| 2 |
| The value must be a number |
| 68. What was the total number of Hispanic employees at your agency? * |
| 13 |
| The value must be a number |
| 69. What was the total number of Hispanic Senior Public Administrators at your agency? * |
| 2 |
| The value must be a number |
| 70. What was the total number of Hispanic Public Service Administrators at your agency? * |
| 1 |
| The value must be a number |
| 71. What was the total number of Asian American employees at your agency? * |
| 7 |
| The value must be a number |
| 72. What was the total number of Asian American Senior Public Administrators at your agency? * |
| 1 |
| The value must be a number |
| 73. What was the total number of Asian American Public Service Administrators at your agency? * |
| 2 |
| The value must be a number |
| 74. What was the total number of Native American employees at your agency? * |
| 0 |
| The value must be a number |
| 75. What was the total number of Native American Senior Public Administrators at your agency? * |
| 0 |
| The value must be a number |

| 76. What was the total number of Native American Pub | ic Service Administrators at your agency? * |
|--|---|
|--|---|

0

The value must be a number

Fiscal Year 2025 Goal Setting *NEW*

As requested by Employment Plan Advisory Council Members, your agency is to assess their historical representation and develop their own plans for growth. My agency's goal for increased representation:

| 97. | Total number of additional African American Employees to be recruited in FY25: * |
|-----|--|
| | The value must be a number |
| 98. | Of those, how many will be Senior Public Administrators? * |
| | 0 |
| | The value must be a number |
| | Of the total number of African American employees to be recruited in FY25, how many will be Public Service Administrators? * |
| | 0 |

| 100. Total number of Hispanic Employees to be recruited in F125: " | |
|--|------------|
| 0 | |
| The value must be a number | |
| 101. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 102. Of the total number of Hispanic employees to be recruited in FY25, how many will be Public Service Administrators | i? * |
| 0 | |
| The value must be a number | |
| 103. Total number of Asian American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 104. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| The value must be a number | |
| 105. Of the total number of Asian American employees to be recruited in FY25 how many will be Public Service Adminis | trators? |
| 0 | |
| The value must be a number | |
| 106. Total number of Native American Employees to be recruited in FY25: * | |
| 0 | |
| The value must be a number | |
| 107. Of those, how many will be Senior Public Service Administrators? * | |
| 0 | |
| 108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Admini | istrators? |
| 0 | |
| | |

Closing

| 109. Is your agency listed in the State Services Assurance Act? | | |
|--|--|--|
| Link to the State Services Assurance Act: | | |
| https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=2960&ChapterID=2 | | |
| | | |
| ○ Yes | | |
| No No | | |
| | | |
| | | |
| 110. By selecting "I Agree" below, I hereby certify that the above survey responses represent the Employment Plan and Bilingual Needs & Bilingual Pay survey. * | | |
| ■ I Agree | | |