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**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubensee 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

II. 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	<input checked="" type="radio"/>	<input type="radio"/>
Hispanic	<input checked="" type="radio"/>	<input type="radio"/>
Asian American	<input checked="" type="radio"/>	<input type="radio"/>
Native American	<input checked="" type="radio"/>	<input type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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

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**FY24 EMPLOYMENT PLAN REPORT APPENDIX**  
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**AGRICULTURE**

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## Agency Recruitment and Outreach

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11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. \*

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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. \*

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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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. \*

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## Agency Recruitment and Outreach

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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.

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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.

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.

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.

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## Agency Recruitment and Outreach

### Structured Interview Panels

24. How many certified interviewers participated in at least one structured interview panel during fiscal year 2024? \*

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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.

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 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)

7

The value must be a number

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

1

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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)

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36. How many of those interns were African American? \*

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

The value must be a number

41. How many of those interns were African American? \*

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42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubensee 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

Illinois Migrant Council; Illinois Association of Hispanic State Employees; Dreamer's House; Illinois Legislative Latino Caucus Foundation; IL Black Legislative Caucus 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	<input checked="" type="radio"/>	<input type="radio"/>
Hispanic	<input checked="" type="radio"/>	<input type="radio"/>
Asian American	<input checked="" type="radio"/>	<input type="radio"/>
Native American	<input checked="" type="radio"/>	<input type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubensee 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

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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.

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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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☒ Waubensee 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

Abundant Faith Christian Church; Hispanic Women of Springfield; IAHSE; Black Community Leaders of Springfield; NAPSE; Will County Workforce Center; Career fairs under State Senators Christopher Belt and Doris Turner in support of African American Communities; Delta Sigma Theta Sorority career fair in East St. Louis; Many other organizations in support of DEI outreach and hiring

## 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	<input checked="" type="radio"/>	<input type="radio"/>
Hispanic	<input checked="" type="radio"/>	<input type="radio"/>
Asian American	<input checked="" type="radio"/>	<input type="radio"/>
Native American	<input checked="" type="radio"/>	<input type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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

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**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

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	<input checked="" type="radio"/>	<input type="radio"/>
Hispanic	<input checked="" type="radio"/>	<input type="radio"/>
Asian American	<input checked="" type="radio"/>	<input type="radio"/>
Native American	<input checked="" type="radio"/>	<input type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

Hiring 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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? \*

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100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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.

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubensee 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

Handshake;social media;DCEOmarketplace

## 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	<input checked="" type="radio"/>	<input type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubensee 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

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 race or ethnicity? \*

	Yes	No
African American	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging give-a- ways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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

### **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: \*

The value must be a number

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

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? \*

The value must be a number

87. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

88. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

90. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

91. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

93. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

94. Of those, how many will be Senior Public Service Administrators? \*

95. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubesa 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

IAHSE, 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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

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**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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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.

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22. How many employees in your agency who were certified to conduct structured interviews as of June 30, 2024 were Asian American? \*

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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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☒ 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
- ☒ Waubensee 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

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	<input checked="" type="radio"/>	<input type="radio"/>
Hispanic	<input checked="" type="radio"/>	<input type="radio"/>
Asian American	<input checked="" type="radio"/>	<input type="radio"/>
Native American	<input checked="" type="radio"/>	<input type="radio"/>

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? \*

The value must be a number

58. How many of those employees were African American? \*

The value must be a number

59. How many of those employees were Hispanic? \*

The value must be a number

60. How many of those employees were Asian American? \*

The value must be a number

61. How many of those employees were Native American? \*

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging give-a-ways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

**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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

Chicagoland 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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

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**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubensee 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

In FY25, 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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 number of employees with responsibilities that routinely include selecting job candidates for interviews. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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	<input checked="" type="radio"/>	<input type="radio"/>
Hispanic	<input checked="" type="radio"/>	<input type="radio"/>
Asian American	<input checked="" type="radio"/>	<input type="radio"/>
Native American	<input checked="" type="radio"/>	<input type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**

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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. \*

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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. \*

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10. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Hispanic. \*

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11. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are Asian American. \*

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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. \*

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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.

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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.

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.

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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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

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33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

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37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
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- ☐ 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
- ☐ Waubesa 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

IAHSE

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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? \*

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubesa 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

IAHSE

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

8

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.

7

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.

3

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.

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

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

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	<input checked="" type="radio"/>	<input type="radio"/>
Hispanic	<input checked="" type="radio"/>	<input type="radio"/>
Asian American	<input checked="" type="radio"/>	<input type="radio"/>
Native American	<input checked="" type="radio"/>	<input type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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

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**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubensee 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

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubensee 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

Hispanic 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; IAHSSE 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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? \*

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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.

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

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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? \*

1

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

The Catalyst Career Group

## 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	<input checked="" type="radio"/>	<input type="radio"/>
Hispanic	<input checked="" type="radio"/>	<input type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging give-a-ways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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

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### **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: \*

The value must be a number

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

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? \*

The value must be a number

87. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

88. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

90. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

91. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

93. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

94. Of those, how many will be Senior Public Service Administrators? \*

95. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

The agency liaises with The Employment Plan Councils of the state ( Latino, Afro American, Asian America, and Native American) in collaboration towards the employment of employees in the various ethnic groups. The agency is only underutilize in Asian Americans.

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**HUMAN RIGHTS COMMISSION**

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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

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**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

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 workNet 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 InstituteNative 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	<input checked="" type="radio"/>	<input type="radio"/>
Hispanic	<input checked="" type="radio"/>	<input type="radio"/>
Asian American	<input checked="" type="radio"/>	<input type="radio"/>
Native American	<input checked="" type="radio"/>	<input type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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

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.

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

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

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.

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

26

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.

5

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.

31

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.

2

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.

165

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.

14

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☒ 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
- ☐ Waubensee 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

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 x 2; Illinois Association of Hispanic State Employees; Illinois Department of Human Service – Department of Rehabilitation Services Virtual 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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? \*

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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

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**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.

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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubensee 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

IAHSE (Illinois Association of Hispanic State Employees)

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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>

---

## 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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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

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.

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

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

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

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)

3

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? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubensee 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

DJJ 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 specific organizations for outreach etc.

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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

### **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: \*

The value must be a number

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

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? \*

The value must be a number

87. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

88. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

90. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

91. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

93. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

94. Of those, how many will be Senior Public Service Administrators? \*

95. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**

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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

We don't do any hiring outreach beyond out postings.

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging give-a- ways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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

### **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: \*

The value must be a number

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

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? \*

The value must be a number

87. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

88. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

90. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

91. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

93. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

94. Of those, how many will be Senior Public Service Administrators? \*

95. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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>

---

## 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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

Illinois Department of Central Management Services: Hispanic Employment Plan Advisory Council; African American Employment Plan Advisory Council; Asian American Employment Plan Advisory Council; Native American Employment Plan Advisory Council

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubensee 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

N/A

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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? \*

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 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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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

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**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubesa 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

The Lottery provides all postings, approximately 20 per year, to the DHR, CMS, and the IAHSE via email for these organizations to distribute to their 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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? \*

The value must be a number

58. How many of those employees were African American? \*

The value must be a number

59. How many of those employees were Hispanic? \*

The value must be a number

60. How many of those employees were Asian American? \*

The value must be a number

61. How many of those employees were Native American? \*

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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

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**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>

---

## 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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

NONE

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging give-a- ways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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

### **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: \*

The value must be a number

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

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? \*

The value must be a number

87. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

88. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

90. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

91. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

93. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

94. Of those, how many will be Senior Public Service Administrators? \*

95. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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

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**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.

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubesa 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

- Chicago White Sox
- Springfield Urban League
- Chicago Park District
- Chicago Grows Food
- Chicago Children's Museum
- Chicago Field Museum
- Keller Science Action Center
- Sierra Club Illinois Chapter
- Healthy Chicago Equity Zones
- Green Latinos
- Chicago Hegewisch Lions Club
- Pilsen Mental Wellness
- Illinois Conservation Foundation
- Phalanx Family Services
- Rincon Family Services
- Cook County Forest Preserves
- The Nature Conservancy
- YMCA Springfield
- Metropolitan Water Reclamation District
- The Great Lakes Pigeon Rescue
- The National Park Service
- Hegewisch Veterans Memorial
- NFL Alumni Association, Chicago Chapter
- Morton Arboretum
- The Riverside Fishing Club

## 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	<input checked="" type="radio"/>	<input type="radio"/>
Hispanic	<input checked="" type="radio"/>	<input type="radio"/>
Asian American	<input checked="" type="radio"/>	<input type="radio"/>
Native American	<input checked="" type="radio"/>	<input type="radio"/>

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? \*

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 employees were Asian American? \*

The value must be a number

61. How many of those employees were Native American? \*

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging give-a-ways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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

**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: \*

The value must be a number

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

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? \*

The value must be a number

87. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

88. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

90. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

91. Of those, how many will be Senior Public Service Administrators? \*

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?

\*

The value must be a number

93. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

94. Of those, how many will be Senior Public Service Administrators? \*

95. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators?

\*

## 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=29608&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**  
**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

1

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.

1

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.

18

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubensee 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

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input checked="" type="radio"/>	<input type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging give-a- ways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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

### **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: \*

The value must be a number

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

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? \*

The value must be a number

87. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

88. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

90. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

91. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

93. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

94. Of those, how many will be Senior Public Service Administrators? \*

95. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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 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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubesa 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

None

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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?

\*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

Our agency has consistently prioritized diversity, equity, and inclusion in our workforce, and we are proud of our accomplishments to date. As of FY24, we achieved a demographic representation of 49% minority and 67% female staff. Our leadership team also reflects our commitment, with a majority-minority composition. Looking ahead, our goal for increased representation is to continue reflecting equitable minority and female representation in all staffing levels. We will maintain our focus on diversity in recruitment and hiring practices to foster an inclusive workplace that mirrors the communities we serve.

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators?

\*

## 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**  
**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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

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**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubesa 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

Job postings are forwarded by PTAB's Executive Director to various Bar Associations including the African American Bar Association, the Hispanic Bar Association, and others when hiring attorney positions.

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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>

---

## 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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubesa 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

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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? \*

The value must be a number

58. How many of those employees were African American? \*

The value must be a number

59. How many of those employees were Hispanic? \*

The value must be a number

60. How many of those employees were Asian American? \*

The value must be a number

61. How many of those employees were Native American? \*

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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.

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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

Association 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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

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**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubensee 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

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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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? \*

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? \*

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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 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. Provide the total number of employees with responsibilities that routinely include selecting job candidates for interviews. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubesa 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

- State of Illinois Career Site
- Springfield Black Chamber of Commerce
- Illinois Association of Hispanic State Employees
- Springfield Urban League
- Illinois Department of Human Rights
- Illinois Department of Employment Security
- Indeed
- SBE Twitter, Facebook and public website
- Wesleyan University
- Bradley University
- University of Illinois at Springfield
- Eastern University
- McHenry County Workforce Board
- Illinois WorkNet Center
- The Job Center WIOA Program
- Lake County Workforce Development
- DuPage Workforce Development
- Shawnee Development Council, Inc.
- Southern Illinois Workforce Development Board
- Election Line
- Maryville 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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? \*

The value must be a number

58. How many of those employees were African American? \*

The value must be a number

59. How many of those employees were Hispanic? \*

The value must be a number

60. How many of those employees were Asian American? \*

The value must be a number

61. How many of those employees were Native American? \*

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging give-a- ways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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.

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

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33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

New America Alliance; Women Investment Professionals; National Association of State Treasurers; National Association of Securities Professionals; National Association of Public Pension Attorneys; John Rodgers Internship Program at the University of Chicago

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging give-a- ways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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

### **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: \*

The value must be a number

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

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? \*

The value must be a number

87. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

88. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

90. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

91. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

93. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

94. Of those, how many will be Senior Public Service Administrators? \*

95. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**STATE POLICE MERIT 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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

None

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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 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.

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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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☒ 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
- ☒ Waubensee 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

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	<input checked="" type="radio"/>	<input type="radio"/>
Hispanic	<input checked="" type="radio"/>	<input type="radio"/>
Asian American	<input checked="" type="radio"/>	<input type="radio"/>
Native American	<input checked="" type="radio"/>	<input type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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

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**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubensee 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

Illinois 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	<input checked="" type="radio"/>	<input type="radio"/>
Hispanic	<input checked="" type="radio"/>	<input type="radio"/>
Asian American	<input checked="" type="radio"/>	<input type="radio"/>
Native American	<input checked="" type="radio"/>	<input type="radio"/>

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? \*

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☒ 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
- ☐ Waubesa 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

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; Illinois 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	<input checked="" type="radio"/>	<input type="radio"/>
Hispanic	<input checked="" type="radio"/>	<input type="radio"/>
Asian American	<input checked="" type="radio"/>	<input type="radio"/>
Native American	<input checked="" type="radio"/>	<input type="radio"/>

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging give-a- ways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input checked="" type="radio"/>	<input type="radio"/>

### 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

### **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: \*

The value must be a number

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

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? \*

The value must be a number

87. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

88. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

90. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

91. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

93. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

94. Of those, how many will be Senior Public Service Administrators? \*

95. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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**  
**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.

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

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

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37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☒ 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

- ☐ 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
- ☐ Waubensee 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

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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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? \*

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

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	<input checked="" type="radio"/>	<input type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input checked="" type="radio"/>	<input type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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

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**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>

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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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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. \*

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.

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.

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.

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.

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.

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 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

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.

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.

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.

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)

The value must be a number

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

The value must be a number

32. How many of those interns were Hispanic? \*

The value must be a number

33. How many of those interns were Asian American? \*

The value must be a number

34. How many of those interns were Native American? \*

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

36. How many of those interns were African American? \*

The value must be a number

37. How many of those interns were Hispanic? \*

The value must be a number

38. How many of those interns were Asian American? \*

The value must be a number

39. How many of those interns were Native American? \*

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? \*

The value must be a number

41. How many of those interns were African American? \*

The value must be a number

42. How many of those interns were Hispanic? \*

The value must be a number

43. How many of those interns were Asian American? \*

The value must be a number

44. 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.

☐ 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

- ☐ 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
- ☐ Waubesa 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

The IWCC creates email announcements for internal recruitment; groups are compiled primarily from State of IL Outlook databases. External recruitment includes posting on the Work for Illinois job site and other major job search sites.

## 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	<input type="radio"/>	<input checked="" type="radio"/>
Hispanic	<input type="radio"/>	<input checked="" type="radio"/>
Asian American	<input type="radio"/>	<input checked="" type="radio"/>
Native American	<input type="radio"/>	<input checked="" type="radio"/>

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	<input type="radio"/>	<input checked="" type="radio"/>
Budget to adorn job fair booths with engaging giveaways	<input type="radio"/>	<input checked="" type="radio"/>
Overtime for employees to conduct outreach outside of normal business hours in these communities	<input type="radio"/>	<input checked="" type="radio"/>

### 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? \*

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? \*

The value must be a number

67. What was the total number of African American Public Service Administrators at your agency? \*

The value must be a number

68. What was the total number of Hispanic employees at your agency? \*

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? \*

The value must be a number

71. What was the total number of Asian American employees at your agency? \*

The value must be a number

72. What was the total number of Asian American Senior Public Administrators at your agency? \*

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? \*

The value must be a number

75. What was the total number of Native American Senior Public Administrators at your agency? \*

The value must be a number

76. What was the total number of Native American Public 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:

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? \*

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

100. Total number of Hispanic Employees to be recruited in FY25: \*

The value must be a number

101. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

103. Total number of Asian American Employees to be recruited in FY25: \*

The value must be a number

104. Of those, how many will be Senior Public Service Administrators? \*

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? \*

The value must be a number

106. Total number of Native American Employees to be recruited in FY25: \*

The value must be a number

107. Of those, how many will be Senior Public Service Administrators? \*

108. Of the total number of Native American employees to be recruited in FY25 how many will be Public Service Administrators? \*

## 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=29608&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