



State of Illinois
Illinois Department of Central Management Services

STATE OF ILLINOIS 2014

African American Employment Plan



Respectfully submitted to the Illinois General Assembly
February 1, 2014, by Central Management Services and the
African American Employment Plan Advisory Council

APPENDICES

Appendix 1

February 1, 2014

Agency Director
Agency Name
Street Address
City, IL Zip Code

Dear (Agency Director)

Enclosed please find a copy of the 2014 African American Employment Plan which was submitted by the Department of Central Management Services to the General Assembly on February 1 as required by law.

I am a firm believer of the benefits of a diverse workforce are many, including enabling agencies to provide better and more inclusive service to Illinois taxpayers and the general public. Therefore, I strongly encourage your agency to continue to build upon your Affirmative Action and Equal Employment Opportunity goals by placing emphasis on recruiting, hiring, training, retention and promotion of African Americans.

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

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

Sincerely,

Simone McNeil
Acting Director

Attachment

Appendix 2

HIRING MONITOR

Name of Agency _____
IDHR Region / (Facility) _____
EEO Job Category _____
Title of Job to be filled _____

Candidate's Name _____
Position Number _____
E-Par Number _____
Bid Number _____
Date of Hire _____

1. Is this EEO Category underutilized? Yes _____ No _____ If yes, by which of the following:
Women _____ Black or African American _____ Hispanic or Latino _____ Asian _____
American Indian and Alaska Native _____ Native Hawaiian or Other Pacific Islander _____ Disabled _____

2. Indicate: Race of person selected _____ Sex of person selected _____
Disability: Yes _____ No _____ Veteran: Yes _____ No _____

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

Total by Category	# Invited	# Interviewed	# Selected
_____ Women	_____	_____	_____
_____ Black or African American	_____	_____	_____
_____ Hispanic or Latino	_____	_____	_____
_____ Asian	_____	_____	_____
_____ American Indian and Alaska Native	_____	_____	_____
_____ Native Hawaiian or Other Pacific Islander	_____	_____	_____
_____ Disabled	_____	_____	_____
_____ Veterans	_____	_____	_____

4. If no candidates from any of the underutilized groups appeared on the list, what efforts were made in the last six months to assist in the recruitment of candidates?
5. If the category is underutilized and a member of an affirmative action group applied and was not hired give a detailed explanation for the hiring decision.
6. Was the position posted? Yes _____ No _____
7. Name and position of person(s) who interviewed candidates.
8. Name and position of person(s) who recommended the selection of the candidate.

I have reviewed the eligibility list and concur / do not concur with this hire. Remarks on reverse side.

EEO/AA Officer Date

Date

I approve of this hire.

Chief Executive Officer

Date

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

PROMOTION MONITOR

Name of Agency _____
IDHR Region / (Facility) _____
EEO Job Category _____
Title of Job to be filled _____

Candidate's Name _____
Position Number _____
E-Par Number _____
Bid Number _____
Date of Promotion _____

1. Is this EEO Category underutilized? Yes _____ No _____ If yes, by which of the following:
Women _____ Black or African American _____ Hispanic or Latino _____ Asian _____
American Indian and Alaska Native _____ Native Hawaiian or Other Pacific Islander _____ Disabled* _____

2. Indicate the race and sex of the person promoted: _____

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

Total by Category	# Invited	# Interviewed	# Selected
_____ Women	_____	_____	_____
_____ Black or African American	_____	_____	_____
_____ Hispanic or Latino	_____	_____	_____
_____ Asian	_____	_____	_____
_____ American Indian and Alaska Native	_____	_____	_____
_____ Native Hawaiian or Other Pacific Islander	_____	_____	_____
_____ Disabled	_____	_____	_____
_____ Veterans	_____	_____	_____

4. Did it change the employee's EEO Job Category? Yes _____ No _____

If yes, from what EEO Job Category? _____

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

6. Was the position posted? Yes _____ No _____

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

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

I have reviewed the eligibility list and concur / do not concur with this promotion. Remarks on reverse side.

EEO/AA Officer Date Date

I approve of this promotion.

Chief Executive Officer Date

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

Appendix 3

2014 State African American Employment Plan Survey

Agency: Aging

Submitted: 12/20/2013 3:48:00 PM

Certification: I Agree

Individual Information: Sara Han, Human Resources Administrator, One Natural Resources Way,
Ste. 100 Springfield, IL 62702, 217-785-3347, sara.han@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

144

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

There is no specific budget allocation for the AAEPs.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Agency completes and circulates its annual Affirmative Action/EEO Plan to Executive and other concerns staff. Accordingly, staff actively utilizes the Plan in administering its complete HR and employee assistance functions, and to help guide its annual hiring and employee professional development and training goals.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

5

How many Rutan certified interviewers in your agency are African-American?

1

How many Rutan interviews were conducted during the FY 13?

14

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

14

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The agency will continue to utilize the CMS posting system, announce vacancies to agencies/organizations through the state to increase the diversity of qualified applicants.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

15

How many of those were African American?

1

How many employees were hired during FY 13?

31

How many of those were African American?

3

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

The agency will continue to utilize the CMS positing system, announce vacancies to agencies/organizations throughout the state to increase the diversity of qualified applicants. The Department is also required to utilize the CMS Upward Mobility List when filling vacancies.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

It is strictly administered by the Office of Human Resources which is also responsible for the EEO functions. A monitor form is required when completing all new hires and promotions which are sent to CMS for final approval.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None.

If no recommendations have been provided how you have sought advice?

On needed basis the Agency continues to reach out to the liaisons for questions and concerns.

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

N/A

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

The number of African American employees has remained the same in the prior year.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: 89% unionized and placement of the master contract.

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Agency will continue to utilize the CMS posting system, announce vacancies to agencies/organizations throughout the state to increase the diversity of qualified applicants.

2014 State African American Employment Plan Survey

Agency: Agriculture

Submitted: 12/20/2013 9:21:00 AM

Certification: I Agree

Individual Information: Brent Eggleston, Bureau Chief/ Human Resources, Illinois State Fairgrounds,
PO Box 19281, Spfld 62794, 217-524-5125, brent.eggleston@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

58	Officials and Managers
106	Professionals
144	Technicians
3	Protective Service Workers
25	Para-Professionals
21	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

357

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

NA

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

IDOA's EEO officer participates in all Rutan interview panels to ensure that minority hiring requirements are understood and met, when possible. All administrative staff responsible for hiring and interviewing are trained regarding discrimination prohibitions and Affirmative Action during the Rutan training certification through CMS.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

1

How many Rutan interviews were conducted during the FY 13?

16

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

1

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

IDOA's EEO officer participates in various job fairs at junior colleges, universities, and those hosted by other state agencies. Representatives from each Bureau participate in the annual career fair at the Chicago High School for Agricultural Sciences.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

33

How many of those were African American?

0

How many employees were hired during FY 13?

26

How many of those were African American?

5

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

IDOA participates in the State of Illinois Upward Mobility Program. IDOA's review of AA needs is ongoing.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The EEO officer participates in the interview process notifying all panel members of the underutilization for the position prior to the interviews being conducted. The EEO officer is also responsible for completion of all hiring/promotion monitors.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

FY 2014 AA Plan was found to be in compliance. While there are few opportunities to address underutilization, IDOA will continue to attend job fairs as well as post all positions on the websites for all qualified candidates.

If no recommendations have been provided how you have sought advice?

NA

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

no

If yes please provide the name:

NA

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

NA

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Recruitment efforts will be directed toward addressing underutilization as outlined in the Affirmative Action Plan.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

We added 5 African Americans to IDOA.

Have you identified any barriers to achieving your goals? If so, please list:

- Skills and work history
- Attitudes and behaviors
- Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Veterans Preference limits our AA hiring

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Attending annual job fairs across the state assists with the hiring of AA.

2014 State African American Employment Plan Survey

Agency: Arts Council

Submitted: 12/4/2013 2:39:00 PM

Certification: I Agree

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

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

16

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

It is the responsibility of the Director of Administration who is also the Personnel Manager and EEO/AA Officer to comply with the mandates of the African American Employment Plan. In addition, by receiving memo's from the Executive Director, Dept of CMS Personnel and IL Dept. of Human Rights.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

1

How many Rutan interviews were conducted during the FY 13?

0

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The Agency completes the Affirmative Action Plan and is available to Senior staff and the rest of the Agency staff if requested. After the plan is approved, Senior staff is notified of the underutilizations and will address it when possible during the hiring process. Also, by submitting and reviewing EEO/AA Quarterly reports to the Dept. of Human Rights.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

1

How many of those were African American?

0

How many employees were hired during FY 13?

1

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

The IACA has offered staff the opportunity to receive outside training to enhance their technology skills. The Agency has encouraged the Union employees to take advantage of the Upward Mobility Program if qualified. Emails and announcements are forwarded to all staff who are interested in attending any other training offered by the State. Recently, several staff members attended a Leadership Development Top Facilitators Training which one staff member was an African American Female. No African Americans receive tuition reimbursement from the Agency.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Director of Administration/Personnel Manager submits the mandatory paperwork of the Hiring and Promotional Monitor to the Dept. of CMS Personnel Transactions when a position has been filled. CMS Personnel Transactions will not accept documents from our Agency without the proper forms in order to process the paperwork.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The Agency will continue to hire and promote African Americans to reach Parity in the underutilized categories.

If no recommendations have been provided how you have sought advice?

Recommendations will be provided by Personnel Management and Senior staff in the Agency.

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

No

If yes please provide the name:

The Agency does not have a designated staff person who works in the African American Community however, we have provided Yazoo Hall to represent the Agency in attending performances and meetings in the African American community.

Is this person an Executive senior staff member?

Yes

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

Yazoo Hall is Senior staff policy maker and recommends Agency staffing recommendations (currently working on re-organizing Agency).

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The Agency monitors the success by submitting Quarterly reports to the Dept. of Human Rights.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

No

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: NA

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The IACA continues to monitor the underutilizations and hiring goals. Where there are underutilizations noted, the agency attempts to meet those needs whenever possible.

2014 State African American Employment Plan Survey

Agency: Capital Development Board

Submitted: 12/4/2013 10:43:00 AM

Certification: I Agree

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

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

131

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

CDB does not have any specific budget allocation for African American Employment Programs.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Personnel Unit advises management/senior staff of the underutilization status of the agency quarterly and during the hiring process. Management receives a copy of the Affirmative Action Plan and Quarterly Reports.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

3

How many Rutan certified interviewers in your agency are African-American?

3

How many Rutan interviews were conducted during the FY 13?

13

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

10

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

CDB will continue to utilize various minority outreach programs, particularly when vacancies are posted, when appropriate, in order to reach eligible candidates.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

8

How many of those were African American?

0

How many employees were hired during FY 13?

21

How many of those were African American?

6

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

CDB allocates funds specifically for the training and development of all employees. Reasonable

training requests are approved and paid for by the agency. Code employees are also eligible to participate in the Upward Mobility Program offered by CMS and their costs are paid by CDB.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

A Hiring/Promotion Monitor is completed by the Personnel Administrator when an applicable employment transaction occurs.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

If no recommendations have been provided how you have sought advice?

The Personnel Administrator consults with the Human Rights liaison assigned to CDB to discuss agency underutilization and strategies for eliminating underutilization in all categories.

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

no

If yes please provide the name:

N/

Is this person an Executive senior staff member?

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

CDB is constrained by budget and headcount, the AFSCME contract and the Personnel Code when hiring employees. That being said, the agency is committed to using all available resources to recruit and hire minority candidates at all levels.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

CDB hired 6 African American employees during this time period, all in the Professional category.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: AFSCME Contract and Personnel Code rules

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The most prevalent barriers to hiring are the requirements imposed by both the AFSCME contract and the Personnel code for how candidates are selected and hired.

2014 State African American Employment Plan Survey

Agency: Central Management Services

Submitted: 12/20/2013 4:46:00 PM

Certification: I Agree

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

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

25	Officials and Managers
51	Professionals
11	Technicians
1	Protective Service Workers
10	Para-Professionals
7	Office and Clerical
9	Skilled Craft Workers
22	Service-Maintenance

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

325	Officials and Managers
485	Professionals
77	Technicians
12	Protective Service Workers
62	Para-Professionals
47	Office and Clerical
335	Skilled Craft Workers
142	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,485

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

There is no specific budget allocation for the African American Employment Programs. CMS allocates budget to staff two career counselors and one manager for the Diversity Enrichment Program which specifically counsels and recruits minorities, women and people with disabilities.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The EEO/AA Officer requests promotional and eligibility lists for all hiring and promotional monitors with the exception of RUTAN exempt hires and promotions. The EEO/AA Officer will not concur with a hire/promotion without the promotion or eligibility list, when one exists. Discussions with Shared Services occur as needed when there are questions about a hire or promotion.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

25

How many Rutan certified interviewers in your agency are African-American?

15

How many Rutan interviews were conducted during the FY 13?

199

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The Upward Mobility Plan is available for assisting employees in getting a promotion, as well as the tuition assistance program, when funds are available. Additionally, employees are able to use the Illinois Statewide Training Clearinghouse to take course that would enhance their skills making them better candidates for promotions and/or their own self-development. Additionally, recruiters can target ethnic entities and send them hiring notices as they occur.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

35

How many of those were African American?

1

How many employees were hired during FY 13?

104

How many of those were African American?

10

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

See response to question 13.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

See response to question number 8.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

Do more recruiting to minorities.

If no recommendations have been provided how you have sought advice?

N/A

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

No

If yes please provide the name:

The Department does not have a designated Liaison but the manager (Carlos R. Charneco) of the DEP represents CMS in recruiting all minorities. In addition, the duties of EEO Officer Fred Stewart (African American) include outreach to minority groups and provides guidance to the DEP and personnel staff on addressing minority hiring.

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Because hiring currently is subject to the Rutan rules and the bargaining agreement with unions, monitoring success is extremely difficult. We strive to get more African Americans on the eligibility lists anticipating they will get an interview, and subsequent hire, when a position is not subject to hiring because of union rights.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

At the end of FY 2012, we had an underutilization of 5 African American or black employees. At the end of FY 2013, we had an underutilization of 8 African American or black employees.

Have you identified any barriers to achieving your goals? If so, please list:

- X Skills and work history
- Attitudes and behaviors

Health, wellness, disability
Job search knowledge and skills
Transportation and job location
Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

CMS must increase the pool of African American or black candidates. This will increase the likelihood of more interviews and subsequent hires.

2014 State African American Employment Plan Survey

Agency: Children and Family Services

Submitted: 12/19/2013 5:58:00 PM

Certification: I Agree

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

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

230	Officials and Managers
697	Professionals
12	Technicians
0	Protective Service Workers
45	Para-Professionals
109	Office and Clerical
0	Skilled Craft Workers
4	Service-Maintenance

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

645	Officials and Managers
1,991	Professionals
39	Technicians
0	Protective Service Workers
118	Para-Professionals
272	Office and Clerical
2	Skilled Craft Workers
9	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

2,732

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

Training funds contributed to African American Annual Conference for speaker expenses as well as expenses for staff attendance.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Compliance with the legislative mandates of the African American Employment Plan is discussed during Executive Staff/Deputies meetings. Deputies then instruct their respective staff who are responsible for hiring, interviewing, recruiting, and EEO of the mandates and a quarterly report of underutilization is provided to Deputies and the Office of Employee Services. The Deputy Director of Affirmative Action reviews all promotion and hiring monitors for compliance with the mandates. DCFS conducts Rutan Interview and Selection Training to ensure proficiency with the Rutan interview and selection process. The Office of Human Resources also conducts training of personnel liaisons on topics of hiring interviewing, recruitment, and Human Resource Compliance items. DCFS has an established Diversity committee that meets on a regular basis. The purpose of the Diversity Committee is to address underutilization, recruitment, retention, and analyzes strategies to ensure improvement with respect to diversity. The committee consists of the Deputy Directors of Affirmative Action and the Office of Employee Services, the Chief of African-American Services, Chief of Latino Services, a representative from the Asian American Advisory Council (presently vacant) a representative from the Division of Communications, and a representative from direct services.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

57

How many Rutan certified interviewers in your agency are African-American?

94

How many Rutan interviews were conducted during the FY 13?

115

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

77

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The Selection and Recruitment Unit (S&R) attends a variety of recruitment events such as College/University Job Fairs, Unemployment Job Fairs, and visiting of community and junior colleges to potential of various degrees and career opportunities in state government as well as training on the application process to state government. DCFS maintains an electronic mailbox for all inquiries regarding employment opportunities, recruitments, applications and general questions. As well as develops and produces recruitment/promotional literature for use when DCFS staff attends or recruits at community events and/or functions. In addition, S&R maintains and updates the agency's employment opportunity website and electronically posts all available vacancies on CMS website and college/university sites. S&R has developed and conducted workshop sessions designed to address the hiring and interview process. All academic interns

are encouraged and advised on how to apply for employment with DCFS prior to the end of their internships. The Office of Affirmative Action and S&R have also initiated meetings with several African American community stakeholders to create a partnership to increase awareness of employment opportunities with DCFS, the application process and sources of applicant referrals.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

243

How many of those were African American?

92

How many employees were hired during FY 13?

132

How many of those were African American?

43

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

DCFS is comprised of a majority of collective bargaining staff. Promotions are mainly based on seniority. The Department also has an Upward Mobility Program. The Training Division provides on-going skill-based and self development training to all staff. Self Development training opportunities are available to all DCFS staff through DCFS In house training as well as the State of Illinois Sponsored Training Clearing House. Staff development and training are addressed between the employee and the supervisors. This item is also address during evaluation of the employee and in developing future goals/objectives for the employee.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

A quarterly report of underutilization is provided to Deputies and the Office of Employee Services to use during their recruitment, interviewing and selection processes. The Office of Employee Services ensure that Hiring and Promotion Monitor Reports accompany all new hires and promotions. The Deputy Director of Affirmative Action reviews all monitor reports for compliance with the mandates

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The recommendation was to provide approved allocations of funding for recruitment and additional headcount.

If no recommendations have been provided how you have sought advice?

N/a

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

Yes

If yes please provide the name:

Rochelle Crump

Is this person an Executive senior staff member?

Yes

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

African American Services engages in a wide variety of community outreach, advocacy, and trainings in the African American community. The Chief of African American Services also assists in the development and review of policies. Also assists other DCFS Division staff in the recruitment of African American employees, drafting staff development career proposals, and the development of community forums and culturally sensitive services. African American Services (AAS) maintains a wide variety of community relations and engagement in community meetings and forums e.g. minister conferences, community networking groups & councils; provides on-going information in the African American communities to individuals seeking state employment including pointers regarding the completion of the employment application process which is critical to hiring and promotional opportunities. AAS engages with the DCFS African American Council; advising of hiring and promotional barriers, provides annual statistics for committee review and ensures implementation of the annual institute conference employment workshop. AAS participates in the Cook and Central Region Transformation Team strategic planning to address Child Welfare disproportionality and Disparities inclusive of African American employment issues.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The agency was successful in decreasing the number of underutilized categories in that 43 new hires were African American. See next for more detail.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

The agency decreased the underutilized in Off/Admin from 2 to 0.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: N/a. Underutilization has been achieved.

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Allocation of funding for African American employment recruitment and increasing agency headcount.

2014 State African American Employment Plan Survey

Agency: Civil Service Commission

Submitted: 12/5/2013 10:48:00 AM

Certification: I Agree

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

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

4

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

The Civil Service Commission only has four employees and has not had a funded vacancy since 2010. In fact, the Commission has only had two vacancies since 2005. Therefore, there is no budget allocation for any employment programs whatsoever as the Commission does not have the funding or ability to hire new employees.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Civil Service Commission only has four employees and has not had a funded vacancy since 2010. In fact, the Commission has only had two vacancies since 2005. Therefore, there is no budget allocation for any employment programs whatsoever as the Commission does not have the funding or ability to hire new employees.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

0

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The Civil Service Commission only has four employees and has not had a funded vacancy since 2010. In fact, the Commission has only had two vacancies since 2005. Therefore, there is no budget allocation for any employment programs whatsoever as the Commission does not have the funding or ability to hire new employees.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

0

How many of those were African American?

0

How many employees were hired during FY 13?

0

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

The Civil Service Commission only has four employees and has not had a funded vacancy since 2010. In fact, the Commission has only had two vacancies since 2005. Therefore, there is no budget allocation for any employment programs whatsoever as the Commission does not have the funding or ability to hire new employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Civil Service Commission only has four employees and has not had a funded vacancy since 2010. In fact, the Commission has only had two vacancies since 2005. Therefore, there is no budget allocation for any employment programs whatsoever as the Commission does not have the funding or ability to hire new employees.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The Civil Service Commission only has four employees and has not had a funded vacancy since 2010. In fact, the Commission has only had two vacancies since 2005. Therefore, there is no budget allocation for any employment programs whatsoever as the Commission does not have the funding or ability to hire new employees.

If no recommendations have been provided how you have sought advice?

The Civil Service Commission only has four employees and has not had a funded vacancy since 2010. In fact, the Commission has only had two vacancies since 2005. Therefore, there is no budget allocation for any employment programs whatsoever as the Commission does not have the funding or ability to hire new employees.

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

na

If yes please provide the name:

The Civil Service Commission only has four employees and has not had a funded vacancy since 2010. In fact, the Commission has only had two vacancies since 2005. Therefore, there is no budget allocation for any employment programs whatsoever as the Commission does not have the funding or ability to hire new employees.

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

The Civil Service Commission only has four employees and has not had a funded vacancy since 2010. In fact, the Commission has only had two vacancies since 2005. Therefore, there is no budget allocation for any employment programs whatsoever as the Commission does not have the funding or ability to hire new employees.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The Civil Service Commission only has four employees and has not had a funded vacancy since 2010. In fact, the Commission has only had two vacancies since 2005. Therefore, there is no budget allocation for any employment programs whatsoever as the Commission does not have the funding or ability to hire new employees.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

The Civil Service Commission only has four employees and has not had a funded vacancy since 2010. In fact, the Commission has only had two vacancies since 2005. Therefore, there is no budget allocation for any employment programs whatsoever as the Commission does not have the funding or ability to hire new employees.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

☒ Other: na

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Civil Service Commission only has four employees and has not had a funded vacancy since 2010. In fact, the Commission has only had two vacancies since 2005. Therefore, there is no budget allocation for any employment programs whatsoever as the Commission does not have the funding or ability to hire new employees.

2014 State African American Employment Plan Survey

Agency: Commerce and Economic Opportunity

Submitted: 12/20/2013 9:22:00 AM

Certification: I Agree

Individual Information: Victoria Dawn Benn, Agency-wide EO Compliance/Education & Training
Mgr., 500 East Monroe Street, 8th Flr., Spfld, IL. 62701, 217/524-2997,
Victoria.Benn@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

376

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

N/A

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

When DCEO's Office of Human Resources staff notifies the Office of Equal Opportunity Monitoring & Compliance (EOMC) that vacancies have occurred in underutilized or utilized areas, the DCEO Office of EOMC immediately sends out a written notice to the Deputy Director of Human Resources and/or their staff as well as the respective hiring authority reminding them of their EO/AA and Executive Order #15 (1999) obligations to adhere to such laws; and Staff within the Office of Human Resources as well as DCEO's Agency-wide EO Compliance/Education and Training Manager attend monthly agency personnel managers' meetings and training sessions sponsored by CMS and IDHR to become aware of any/all legislative mandates affecting the recruitment, employment and promotion of highly qualified African-Americans; and DCEO's Deputy Director of EOMC and the DCEO Agency-wide EO Compliance Manager provide periodic updates to the Director or his designee as well as to the Acting Deputy Director of Human Resources regarding the Department's responsibility to attract, hire or promote highly qualified African-Americans to the workforce; and The Deputy Director of EOMC and the DCEO Agency-wide Equal Opportunity Compliance Manager met with the Acting Deputy Director of Human Resources and their staff to strategize our efforts to increase the number of highly qualified African-Americans at DCEO as well as to meet the AA goals.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

19

How many Rutan certified interviewers in your agency are African-American?

7

How many Rutan interviews were conducted during the FY 13?

1

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The Director places great emphasis on hiring/promoting highly qualified African-American applicants and employees within management and professional level positions within the Department. The Deputy Director, DCEO Office of Equal Opportunity Monitoring & Compliance (EOMC) and the DCEO Agency-wide EO Compliance and Education/Training Manager maintain excellent business relations with internal and external recruitment sources such as: local churches; various Local and State Officials of African-American descent who have offices throughout the State of Illinois; Minority and Women Owned Businesses within Illinois; the Division Manager of the CMS Bureau of Personnel/Division of Statewide Services; Representatives from the CMS Chicago Diversity Enrichment Program; A Representative from

the Chicago Urban League Workforce Development and Diversity Center; A Representative from the University of Illinois at Chicago Career Placement Division; Statewide EEO Managers; the Manager of the CMS Veterans Outreach Program; The Illinois Association of Minorities in Government (IAMG); President of the Illinois Association of Hispanic State Employees (IAHSE) [whereby some of the members voluntarily disclose their bi-racial African-American ancestry]; Liaisons from the Illinois Dept. of Human Rights in Springfield and Chicago; Central and Southern Illinois Higher Educational Institutions; the Springfield Urban League; the Springfield NAACP; the Springfield Black Chamber of Commerce; the Illinois Committee on Black Concerns in Higher Education; the Southern Illinois University/Office of Human Resources and the statewide IDES Employment and Training Centers to apprise these employment sources of current vacancies within DCEO as well as attempt to identify highly qualified applicants during our outreach efforts to future employment/career fairs which may be scheduled in areas that are predominately located in African-American communities. DCEO maintains a close relationship with the following community outreach partners, just to name a few: Cory Foster, Deputy Chief of Staff, Office of Governor Pat Quinn The Honorable State Representative La Shawn K. Ford of the 8th Legislative District The Honorable State Representative Luis Arroyo of the 3rd Legislative District Jonathan Lackland, Deputy Director for Advancement, External & Governmental Relations, IBHE Jose' M. Prado, President, Illinois Association of Hispanic State Employees (IAHSE); Gerald A. Smith, Director of Minority Affairs, UIC College of Engineering Susan Allen, Compliance Liaison, Illinois Department of Human Rights Barb McDonald, Counselor, CMS Chicago Diversity Enrichment Program Oscar L. Williams, President, Blacks in Government (Region V) Sandy Robinson, Director, Office of Community Relations - City of Springfield, Illinois Mac McKelvey, Manager, CMS Veteran's Outreach Program Tina Crawley, Chicago Urban League Workforce Development and Diversity Center Statewide Agency EEO Managers Teresa Haley, President, Springfield Chapter of the National Association for the Advancement of Colored People (NAACP) Nina Harris, President/CEO, Springfield Urban League Geoffrey Obrzut, Chief Executive Officer, Illinois Community College Board (ICCB); Debra McCoy, Manager, City of Carbondale/Office of Human Resources Stephen Cantine, Director, Career Center of ISU Linda Moore, Director, EIU Career Services Jaime Velasquez, Assistant Director, UIC Office of Career Services Tammy Craig, Director UIS Career Development Center Jaci DeBrun, Manager, CMS/ SD Program Career Placement/Office of Diversity at the University of Illinois at Chicago and Springfield; Robert Morris University; Benedictine University; Springfield College in Illinois; Lincoln Land Community College; Southern Illinois University/Carbondale Employment and training facilities that are identified by the DCEO Office of Employment & Training and located in predominately African-American communities. DCEO participates in statewide employment/career fairs sponsored by universities, community colleges, trade associations and annual conferences affiliated with statewide professional minority organizations as well as employment events scheduled by members of the Illinois General Assembly when our budget permits. DCEO was represented at the following Career/Job Fairs, statewide conferences and special events: 25th Annual Illinois Association of Hispanic State Employees (IAHSE) Training Conference, October 5, 2012, Chicago, Illinois The Department participated as a recruiter during The Honorable State Representative Luis Arroyo Job Fair, October 26, 2012, at Riss Park, 6100 W. Fullerton Avenue, Chicago, Illinois The Deputy Director, DCEO Office of Equal Opportunity Monitoring & Compliance (EOMC) and the DCEO Agency-wide EO Compliance and Education/Training Manager met on January 29, 2013 to discuss the Department's underutilization concerns, employment process and how we might work together to increase the number of highly qualified minorities within the DCEO workforce. The Department attended the Springfield Branch of the National Association for the Advancement of Colored People (NAACP) 92nd Annual Lincoln Douglass event on February 10, 2013. The keynote speaker was Kim Keenan, Esq. who served as the General Counsel for the NAACP. And served as the sixty-second President of the National Bar Association (NBA), the oldest and largest bar association of lawyers of color in the world. DCEO continues to provide advocacy and assistance to interested Illinois citizens through

organizations such as the NAACP who work for the improvement of social, economic and political conditions of African-Americans and other minorities throughout the nation. As an active member of the Disability Hiring Initiative Committee (DHIC), DCEO assisted in the coordination and successful completion of the first ever Employment Webinar for Persons with Disabilities, March 27, 2013, Springfield, Illinois. The Deputy Director, DCEO Office of Equal Opportunity Monitoring & Compliance (EOMC) and the DCEO Agency-wide EO Compliance and Education/Training Manager assisted the DCEO Office of Women's Business Development during the Inaugural Women Business Owner's Symposium held at UIC, March 29, 2013, Chicago, Illinois. The Deputy Director, DCEO Office of Equal Opportunity Monitoring & Compliance (EOMC) and the DCEO Agency-wide EO Compliance and Education/Training Manager met on April 17, 2013 with representatives from IDHR and CMS to discuss the significance of the CMS Successful Disability (SD) Opportunities Program and how we might be able to work together. On a regular basis DCEO identifies hiring authorities who are/are not up-to-date with their certification as Rutan interviewers. During FY13, the Department notified those staff members who are still involved in the Rutan hiring process to participate in the new on-line Rutan Refresher course. And for newly hired managers/supervisors with subordinates to register for the 2-day "Interview & Selection" training session at CMS as soon as possible, April 3, 2013. The Department participated as a recruiter/exhibitor at the 25th Annual Illinois Association of Minorities in Government (IAMG) Training Conference, May 8 - 10, 2013, Springfield, Illinois. The Department tracks the response rate of applicants who complete a CMS employment/promotional application, submits a resume to the Department and obtains a CMS grade of "A" for various position titles which the Department utilizes. The Department maintains recruitment files compiled with lists of highly qualified individuals, including African-American applicants and employees, interested in working for or advancing within the Department. As positions become available, they are referred to the Office of Human Resources. Supervisors who are directly involved in the selection process are requested to contact the Department's Agency-wide EO Compliance/Education and Training Manager, prior to the interview, to identify any outstanding underutilized areas when considering the hire or promotion of highly qualified African-American applicants for state service. The Office of Human Resources as well as the Office of Equal Opportunity Monitoring & Compliance assists applicants by mail, telephone, in person, the Internet and e-mail in order to better understand the CMS employment process and to help them access, complete and submit an employment or promotional application. DCEO's Agency-wide EO Compliance/Education and Training Manager also identifies and refers highly qualified internal African-American employees to DCEO management staff for consideration when promotional opportunities arise. As a result the Department hired: One (1) highly qualified African-American Woman Deputy Director/ DCEO Office of Women Business Development - Region 1/Cook County. One (1) highly qualified African-American Woman Deputy Chicago Counsel/ DCEO office of the General Counsel - Region 1/Cook County. One (1) highly qualified African-American Male Deputy Director/ DCEO Office of Energy & Recycling - Region 1/Cook County. One (1) highly qualified African-American Male Assistant Deputy Director/ DCEO Office of Regional Economic Development - Region 1/Cook County. Two (2) highly qualified African-American Male Professionals in the DCEO Chicago Office of Urban Assistance.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

45

How many of those were African American?

6

How many employees were hired during FY 13?

How many of those were African American?

6

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

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

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Per Section 2520.770 (h) of the Human Rights Rules and Regulations this law requires agencies to use hiring and promotion monitors whenever personnel transactions occur for (full-time, permanent hires, part-time permanent hires and promotions in the agency, including trainees, provisional employees and semi-automatic promotions pursuant to the collective bargaining agreement). As stated in the rules: "No hire or promotion commitment shall be made until the agency EO Manager or designee has reviewed and signed the monitor indicating approval of the transaction. In all transactions, the agency Director or designee shall sign and date the monitor, indicating approval. All staff within DCEO's Office of Human Resources has been made aware of this law when they attend the monthly personnel managers meetings sponsored by CMS. And the DCEO Office of EOMC reminds HR on a periodic basis of this mandate.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

Both the AAEP, DHR and CMS should work together to develop an electronic on-line training session for hiring authorities and HR personnel indicating how the importance of "EEO Compliance Law (under the Human Rights Act and Title VI and VII of the Civil Rights Acts) are positive mandates to promote the goal of an Inclusive Workforce; Also "Diversity" training should be made mandatory within all state agencies, especially for hiring authorities and HR personnel; Rutan training should be made available in the Chicago area; The State of Illinois should consider increasing the number of highly qualified minorities as Human Resource Managers.

If no recommendations have been provided how you have sought advice?

N/A

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

Yes

If yes please provide the name:

The Department has two (2) African-American liaisons. They are as follows: Deputy Director Kevin L. Bell, MPA, DCEO Office of Equal Opportunity Monitoring & Compliance; And Victoria D. Benn, DCEO Agency-wide Equal Opportunity Compliance Manager. Deputy Director Kevin L.

Bell, MPA is a member of the Executive senior staff. Victoria is a Mid-level Manager who possesses a wealth of knowledge and experience as a link to statewide African-American communities and higher educational leaders. Ms. Benn is an asset to the Department.

Is this person an Executive senior staff member?

Yes

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

Please see the Department's response to Question #13.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

2013 African-American employee summary:	2014 African-American employee summary:	20
– Official/Managers	19 – Official/Managers	25 –
Professionals	26 – Professionals	3 – Para-
Professionals	2 – Para Professionals	1 -
Office/Clerical	1 – Office/Clerical	0 – Skilled Craft
Worker	0 – Skilled Craft Worker	

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

State African-American Employment Plan Survey for 2014 Officials/Administrators – African-Americans During FY13 four (4) African-Americans were hired into the Officials/Administrators EEO job category: 1-African-American Woman Deputy Directory/DCEO Office of Women's Business Development - Region 1/Cook County 1-African-American Woman Deputy Director/DCEO Office of General Counsel - Region 1/Cook County 1-African-American Male Deputy Director/ DCEO Office of Energy & Recycling - Region 1/Cook County 1-African-American Male Assistant Deputy Director/DCEO Office of Regional Economic Development-Region 1/Cook County (Note: This DCEO staffer' position was already located in the Officials/Administrators EEO job category. The incumbent moved from a PSA to an SPSA position) During FY13 four (4) African-American Officials/Administrators chose to voluntarily retire or separate by other means from state service: 1-highly qualified African-American Male Official/Administrator from the DCEO Chicago Office of Energy Assistance 1-highly qualified African-American Woman Official/Administrator from the DCEO Chicago Office of Community Development 1-highly qualified African-American Male Official/Administrator from the DCEO Springfield Office of Information Technology & Management 1-highly qualified African-American Woman Official/Administrator from the DCEO Chicago Illinois Film Office Professionals – African-Americans During FY13 two (2) African-Americans were hired into the Professional EEO job category: 2-Both African-American Males work in the DCEO Chicago Office of Urban Assistance Note: No African-American Professionals were promoted during this period During FY13 one (1) African-American Professional chose to voluntarily retire or separate by other means from state service: 1-highly qualified African American Woman from the DCEO Chicago Office of the General Counsel Para-professionals – African-Americans Note: No African-American Para-Professionals were hired/promoted during this period During FY13 one (1) African-American Para-professional chose to voluntarily retire or separate by other means from state service: 1-African-American Woman from the DCEO Chicago Office of Business Development

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

- X Attitudes and behaviors
 - Health, wellness, disability
 - Job search knowledge and skills
 - Transportation and job location
 - Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Department encourages all DCEO employees, including our African-American staff, to contact DCEO's Office of Human Resources to identify vacant position titles. DCEO African-American employees are also requested to access our Portal II system on the Intranet to identify current vacancies as they occur. DCEO encourages all staff to contact friends and family members who are interested in state service, by accessing the new CMS electronic employment system at <http://work.illinois.gov/>. Interested parties should complete a CMS employment or promotional application, and apply for specific state position(s) based upon their educational skills or work experience. African-American applicants with disabilities should contact the CMS/SD Program Coordinator. And African-American veterans should contact the CMS/Veteran's Outreach Program Coordinator.

2014 State African American Employment Plan Survey

Agency: Corrections

Submitted: 12/18/2013 10:35:00 AM

Certification: I Agree

Individual Information: Karey Wanless, IDOC Personnel Manager, 1301 Concordia Court
Springfield, 217-558-2200, Karey.Wanless@doc.illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

352	Officials and Managers
1,324	Professionals
310	Technicians
7,677	Protective Service Workers
177	Para-Professionals
275	Office and Clerical
318	Skilled Craft Workers
681	Service-Maintenance

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

352	Officials and Managers
1,324	Professionals
310	Technicians
7,677	Protective Service Workers
177	Para-Professionals
275	Office and Clerical
318	Skilled Craft Workers
681	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

11,114

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

N/A

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Recruiters participate in job fairs and recruitment activities that target African-Americans which are sponsored by educational institutions IAMG organizations and Governmental entities

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

70

How many Rutan certified interviewers in your agency are African-American?

66

How many Rutan interviews were conducted during the FY 13?

0

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

22

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

Attending African-American conferences, Recruitment Fairs; providing IDOC's Affirmative Action Plan for the State African American Employment Plan.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

1226

How many of those were African American?

168

How many employees were hired during FY 13?

612

How many of those were African American?

67

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Staff opportunities for promotion exist within negotiated Contractual filling of vacancies language. The Upward Mobility Program is also available and encouraged within the Dept. of Corrections for

career advancement

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

With each recommendation for hire, promotion, or transfer across geographical regions or job category, a hiring and promotional monitor is submitted and approved by the agency EEO officer prior to any commitments being made to fill the positions

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

Our agency will continue to hire and promote African Americans to reach parity in the underutilized categories

If no recommendations have been provided how you have sought advice?

N/A

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Based on our underutilization numbers, a focus was made during the hiring of Correctional Cadets to target African American candidates

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

The underutilization has been reduced from prior years by 2.1% due to the closures of two Correctional Facilities and three Adult Transition Centers

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Facility Closures

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

II. Dept. of Corrections continues to monitor and track hiring goals. Where any underutilization is noted, the agency attempts to meet those needs whenever possible

2014 State African American Employment Plan Survey

Agency: Criminal Justice Information Authority

Submitted: 12/30/2013 1:12:00 PM

Certification: I Agree

Individual Information: Luz Agosto, Associate Director Human Resources, 300 W. Adams, Suite 200 Chicago, IL 60606, 312-793-0473, luz.agosto@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

77

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

Not applicable.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

We support equal employment opportunity. We interview all qualified candidates provided by the CMS recruitment process.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

2

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

0

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

Not applicable.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

6

How many of those were African American?

3

How many employees were hired during FY 13?

0

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Not applicable

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Employment training as directed by CMS.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

Not applicable

If no recommendations have been provided how you have sought advice?

Not applicable

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

Not applicable

If yes please provide the name:

Not applicable

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

Not applicable

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Not applicable

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

Not applicable

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Not applicable

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Not applicable

2014 State African American Employment Plan Survey

Agency: Deaf and Hard of Hearing Commission

Submitted: 12/18/2013 4:30:00 PM

Certification: I Agree

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

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

7

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

None.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The appropriate staff has been advised of the requirements of the African American Employment Plan. To ensure compliance, the agency interviews all applicants on the CMS eligible list. In addition, IDHHC posts all vacancies with relevant advocacy organizations such as the Chicago Land Black Deaf Advocates.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

1

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

In addition to posting on the CMS system, all job vacancies are posted to various deaf and disability organizations. Included among there is the Chicago Land Black Deaf Advocates. When vacancies exist, IDHHC uses all forums available to recruit new employees including deaf events such as Deaf Nation and ADA Celebrations. Given the population that IDHHC serves, the requirement that all employees are fluent in American Sign Language is a necessity. Unfortunately, this requirement substantially limits the number of qualified applicants available when filling vacancies.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

0

How many of those were African American?

0

How many employees were hired during FY 13?

1

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

None. Due to the agency's limited headcount, no special internal employments programs exists. However, all employees have direct access to the Personnel Manager, EEO Officer and Director to express any concerns.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The EEO Officer and Personnel Manager coordinate the completion of the hiring and promotion monitors. The Personnel Manager has added both to the required paperwork checklist utilized for new employees and promotions.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None.

If no recommendations have been provided how you have sought advice?

No.

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

No.

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

IDHHC posted and filled only one position during FY13. The position was posted on the Chicago Land Black Deaf Advocates. No African American applicants applied for the position.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

No.

Have you identified any barriers to achieving your goals? If so, please list:

- Skills and work history
- Attitudes and behaviors
- Health, wellness, disability
- Job search knowledge and skills

- X Transportation and job location
 - X Other: fluent in American Sign Language
-

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Continue seeking qualified applicants from a variety of sources including those specific to African American individuals.

2014 State African American Employment Plan Survey

Agency: Developmental Disabilities Council

Submitted: 12/12/2013 9:02:00 AM

Certification: I Agree

Individual Information: Janinna Hendricks, Fiscal & Operations Director, 830 South Spring Street, Springfield, IL 62704, 217-782-9696, Janinna.Hendricks@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

9

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

The Illinois Council on Developmental Disabilities does not have a budget allocation per se for any employment programs due to our small size, with the exception of the activities of the Personnel Officer, which account for approximately 10% of the total job duties of that position (also serving as the Fiscal and Operations Director).

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Council's Personnel Officer is responsible for ensuring that the Council is complying with the African American Employment Plan.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

2

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

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

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

0

How many of those were African American?

0

How many employees were hired during FY 13?

1

How many of those were African American?

1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

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

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Council's Personnel Officer is responsible for ensuring that the Hiring and Promotion Monitors are completed correctly and signed by the appropriate people.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The Council has received no recommendations from any of the above listed entities.

If no recommendations have been provided how you have sought advice?

NA

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

No

If yes please provide the name:

NA

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

NA

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The Council is committed to hiring individuals from diverse backgrounds, including people with disabilities. One hire occurred in FY 13 and it was an African-American candidate.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

This was an increase from the previous year. The Council is committed to hiring individuals from diverse backgrounds, including people with disabilities.

Have you identified any barriers to achieving your goals? If so, please list:

- Skills and work history
- Attitudes and behaviors
- Health, wellness, disability
- Job search knowledge and skills

Transportation and job location

X Other: NA

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Council looks forward to working with CMS Personnel's Diversity Outreach staff in the future to effectively recruit and hire a diverse staff team. This includes African Americans as well as individuals from other minority groups, including people with disabilities.

2014 State African American Employment Plan Survey

Agency: Emergency Management Agency

Submitted: 12/16/2013 11:05:00 AM

Certification: I Agree

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

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

214

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The agency's EEO/AA Officer oversees related activity.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

2

How many Rutan certified interviewers in your agency are African-American?

3

How many Rutan interviews were conducted during the FY 13?

4

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The agency notifies groups such as the Urban League, NAACP and IAMG of current vacancies. IEMA also participates in various job fairs to increase awareness of the agency mission and career opportunities.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

7

How many of those were African American?

1

How many employees were hired during FY 13?

9

How many of those were African American?

1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

The agency participates in the upward mobility program to encourage employee development and agency goals. The agency encourages employees to participate in seminars, workshops and

professional and society organizational meetings.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Shared Services and CMS will not process any personnel transactions unless the appropriate monitor is attached.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None.

If no recommendations have been provided how you have sought advice?

EEO/AA officer often seeks recruitment advice from the IDHR liaison.

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

No

If yes please provide the name:

NA

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

NA

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

NA

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

NA

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Our positions are highly technical which limits the applicant pool

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

While we are not currently underutilized, the Agency is continuing to search for ways to broaden our pool of potential applicants.

2014 State African American Employment Plan Survey

Agency: Employment Security

Submitted: 12/20/2013 4:46:00 PM

Certification: I Agree

Individual Information: Caroline J. Alamillo, Interim EO Officer, 33 South State Street, 10th Floor,
Chicago, IL 60603, 312-793-9290, Caroline.Alamillo@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

67	Officials and Managers
313	Professionals
9	Technicians
0	Protective Service Workers
11	Para-Professionals
17	Office and Clerical
0	Skilled Craft Workers
4	Service-Maintenance

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

235	Officials and Managers
1,132	Professionals
18	Technicians
0	Protective Service Workers
38	Para-Professionals
24	Office and Clerical
0	Skilled Craft Workers
4	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,451

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

There is no specific budget for these purposes.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

EO Officer meets with Human Resources & provides them with underutilization information when filling positions.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

67

How many Rutan certified interviewers in your agency are African-American?

50

How many Rutan interviews were conducted during the FY 13?

132

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

Sharing IDES job postings w/job seekers in local offices that serve significant African American populations. IDES participated in and coordinated job fairs, incl. at Malcolm X, Chicago State, Olive Harvey College & Ald. S. Jackson Annual Job Fair; took part in job & resource fairs, hosted by African American churches, such as St. Sabina's & Aurora's Faith-based Resource Fair. As part of outreach to the disabled community, agency took part in ADA Celebration events, including job fairs. Agency will provide information to ILL Assoc. of Minorities in Govt. Job information is also provided to the Urban Leagues throughout the state.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

421

How many of those were African American?

163

How many employees were hired during FY 13?

65

How many of those were African American?

11

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Agency informs employees of the availability of Upward Mobility & tuition reimbursement. A manual on job bidding is posted on internal website. Human Resources staff are available to answer questions. Other Paid Leave granted to employees to attend ILL Assoc. of Minorities in Govt. meetings.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The EEO office provides underutilization information to Human Resources (HR) & reviews all hiring & promotion monitors. HR staff & EEO staff meet periodically to ensure compliance w/CMS rules. EO officer will review selection of candidates before an appointment has been made. IDES incorporated the process within its policy & procedures (P&P1203) to ensure the underutilization of minorities is considered.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

DHR/CMS sends postings that are put on CMS website. EEO directs agency employees to that website.

If no recommendations have been provided how you have sought advice?

N/A

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

Yes

If yes please provide the name:

Betty Torres, Human Resources Manager

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

Notices sent out randomly - distribution list not sorted by race, follow Policies & Procedures. Outreach to African American community organizations.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Number of African American Officials/Administrators decreased from 96 to 67 compared to the past fiscal year 2012. Number of African Americans in Professional category decreased from 378 to 313 compared to the past fiscal year 2012.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

Number of African American Officials/Administrators decreased from 96 to 67 compared to the past fiscal year 2012. Number of African Americans in Professional category decreased from 378

to 313 compared to the past fiscal year 2012. This is due to the agency staff retirements/reductions/layoff. There was a similar loss among White employees (99).

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: N/A

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Sharing IDES job postings w/job seekers in local offices that serve significant African American populations. IDES participated in and coordinated job fairs, incl. at Malcolm X, Chicago State, Olive Harvey College & Ald. S. Jackson Annual Job Fair; took part in job & resource fairs, hosted by African American churches, such as St. Sabina's & Aurora's Faith-based Resource Fair. Agency will provide information to ILL Assoc. of Minorities in Govt. Job information is also provided to the Urban Leagues throughout the state. Agency will continue to participate in ADA-related events and job fairs for the disabled community. IDES will continue its veteran outreach program, providing information on state jobs, including in IDES.

2014 State African American Employment Plan Survey

Agency: Environmental Protection Agency

Submitted: 12/17/2013 4:09:00 PM

Certification: I Agree

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

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

136	Officials and Managers
524	Professionals
51	Technicians
0	Protective Service Workers
44	Para-Professionals
54	Office and Clerical
3	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

812

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

The Office of Human Resources was allocated \$4850 for all recruitment activities for FY 13 including activities related to the recruitment of African American employees.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Office of Human Resources, the personnel liaisons of each Bureau, the Director, Labor Relations Manager and other senior staff are provided copies of the Agency's Affirmative Action plan which contains information about the underutilization of African Americans and the numeric goals to reach underutilization.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

5

How many Rutan certified interviewers in your agency are African-American?

5

How many Rutan interviews were conducted during the FY 13?

9

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

4

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The EEO/AA officer works with the Office of Human Resources by sharing underutilization information. In addition to developing an African American Employment Plan, the Agency attends a number of diversity fairs, including the Illinois Association of Minorities in Government conference and invites all African Americans on open competitive lists for interviews.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

41

How many of those were African American?

4

How many employees were hired during FY 13?

16

How many of those were African American?

1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Bureaus within the Agency offer training on various topics to all employees. Upward Mobility, CMS and Capital City Center offer classes and training to all employees. The Agency also offers tuition reimbursement and profession certification to all employees. The Agency brought in several speakers in February to celebrate Black History month and formed a Cultural Diversity Committee in an effort to build bridges between the diverse cultures and relationships among employees, to acknowledge and celebrate our differences and to promote greater levels of acceptance and belonging within this Agency. The Diversity Committee organized an ethnic lunch and a several other activities.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Hiring and Promotion monitors are completed by the office of Human Resources and reviewed quarterly by the Department of Human Rights.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

none

If no recommendations have been provided how you have sought advice?

No

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Official/Manager: 5 Professional: 25 Technician: 9 ParaProfessional: 5 Office/Clerical: 7 Skilled Craft: 1

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

There was a decrease of Professional staff, one Technician and one Clerical.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

☒ Other: No barriers have been identified.

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

none

2014 State African American Employment Plan Survey

Agency: Executive Ethics Commission

Submitted: 1/7/2014 8:47:00 AM

Certification: I Agree

Individual Information: Adam Alstott, Deputy General Counsel, 518 Wm. Stratton Bldg. 401 S. Spring Springfield, IL 62706, (217) 558-3724, adam.alstott@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

76

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The EEC has no Coded or Union positions, so many of the initiatives in the plan are inapplicable. However, in addition to posting vacant positions on the requisite CMS websites, the EEC has sent the position postings to the Illinois Association of Minorities in Government, the Illinois Department of Employment Security, and L.U.L.A.C. Internal meetings have also regularly included discussion of potential EEO hiring initiatives. Regarding the questions below, the EEC has no Rutan covered positions.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

9

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

0

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

In addition to posting vacant positions on the requisite CMS websites, the EEC has sent the position postings to the Illinois Association of Minorities in Government, the Illinois Department of Employment Security, and L.U.L.A.C. The EEC has also made efforts to reach participants in the University of Illinois at Springfield's Graduate Public Service Internship Program.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

12

How many of those were African American?

2

How many employees were hired during FY 13?

10

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

All of the Chief Procurement Offices' Procurement Professionals were free, comprehensive training from the National Institute of Government Purchasing in order to aid in their obtaining/retaining their professional accreditation.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Hiring and Promotion Monitor requirements are inapplicable to the EEC.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

We have not received recommendations from these bodies.

If no recommendations have been provided how you have sought advice?

None.

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Our annual Affirmative Action Plan showed no underutilization in any EEOC category.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

Flat

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: No

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

1. Continue our current practices related to job postings.
2. Increase efforts at Illinois Universities regarding entry level positions and potential internship opportunities.

2014 State African American Employment Plan Survey

Agency: Financial and Professional Regulation

Submitted: 12/16/2013 3:02:00 PM

Certification: I Agree

Individual Information: Vivian Toliver, PSA1, James. R. Thompson Center, 100 W. Randolph, Suite 9-300, Chicago, IL 60601, (312) 814-1764, vivian.toliver@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

122	Officials and Managers
297	Professionals
14	Technicians
0	Protective Service Workers
60	Para-Professionals
30	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

431

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No, IDFPF does not specifically budget for African-American employment programs.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Shared Services Center ensures that IDFPF complies with all the Hiring and Promotion Monitor requirements.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

7

How many Rutan certified interviewers in your agency are African-American?

9

How many Rutan interviews were conducted during the FY 13?

18

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

15

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

IDFPF provides an opportunity for African-American employees to attend the annual Minorities in Government Conference, by paying the registration fee. In addition, IDFPF job postings are e-mailed to the Department of Human Rights who forwards it to other State Agencies; and the job postings are also forwarded to Rep. LaShawn Ford's Workforce website.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

73

How many of those were African American?

25

How many employees were hired during FY 13?

21

How many of those were African American?

6

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

IDFPR does not have any promotional programs that are specifically geared towards African-Americans. All employees are encouraged to participate in CMS training classes. IDFPR does not provide college tuition reimbursement for employees. However, we do provide registration fees for training courses.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Shared Services Center ensures that IDFPR complies with all the Hiring and Promotion Monitor requirements.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

IDFPR received no recommendations.

If no recommendations have been provided how you have sought advice?

No, but IDFPR has a job posting board on its website that educates the public on the qualifications needed to apply for a position. The current job postings are also sent to other State agencies and outside job boards.

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

IDFPR currently does not have a liaison to the African-American community.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

IDFPR is monitored by the Illinois Department of Human Rights with the Annual Affirmative Action Plan, Quarterly Reports, and Quarterly Reviews. In FY13 IDFPR was underutilized by 1 Paraprofessional; as of FY14 there are no underutilizations for African-Americans.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

Please see questions No. 26.

Have you identified any barriers to achieving your goals? If so, please list:

- Skills and work history
- Attitudes and behaviors
- Health, wellness, disability
- Job search knowledge and skills
- Transportation and job location

X Other: Union contract and Civil Service Commission Rules

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Each time there is a new job posting, it is posted on IDFPR's bulletin boards; forwarded to other State agencies; and e-mailed to outside job posting sites.

2014 State African American Employment Plan Survey

Agency: Gaming Board

Submitted: 12/19/2013 4:01:00 PM

Certification: I Agree

Individual Information: Karen Weathers, EEO Officer, 801 S. 7th Street, Suite 400 Sld, IL 62706,
217-558-3019, karen.weathers@igb.illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

158

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

The Illinois Gaming Board has no specific allocations for an African American Employment Program.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Illinois Gaming Board's hiring and interview processes are conducted by the A & R Shared Services Center. All interview staff are Rutan certified and well versed on the rules and procedures that all state agencies are mandated to follow.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

2

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

48

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

38

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The Illinois Gaming Board EEO Officer coordinates the recruitment efforts for the Illinois Gaming Board, as well as coordinates outreach efforts with the A & R Shared Services Center and Central Management Services. This includes participation in various job fairs when feasible.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

9

How many of those were African American?

4

How many employees were hired during FY 13?

25

How many of those were African American?

5

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Central Management Services sponsors various career enhancement and self development programs to the State of Illinois at no cost. Additionally, the Illinois Gaming Board has a semi-automatic promotional ladder that was negotiated for the titles of a Gaming Special Agent Trainee to a Gaming Special Agent, to a Gaming Senior Special Agent. We had one African American employee request and receive tuition reimbursement.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Illinois Gaming Board relies heavily on the A & R Shared Services Center to follow all rules and regulations of the hiring process. In addition, the EEO Officer and Administrator review and sign all hiring and promotional monitors, and Shared Services provides the appropriate documentation to support such hires.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The Illinois Gaming Board has not received any recommendations from DHR, CMS, or the Auditor General pertaining to the agency's African American Employment Plan.

If no recommendations have been provided how you have sought advice?

The Illinois Gaming Board is not underutilized by African American employees, therefore we have not sought advice.

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

Yes

If yes please provide the name:

Karen Weathers, EEO Officer

Is this person an Executive senior staff member?

Yes

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

No specific duties have been performed regarding specific involvement with the African American community, however, as the EEO Officer, Ms. Weathers is the designated contact for recruitment efforts of the Illinois Gaming Board.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

As of June 30th, 2013, the Illinois Gaming Board's 4th Quarter EEO Report reflects that 21 of the 158 IGB employees are African American (13.29%). The Illinois Gaming Board recommends that all interested candidates, including minorities, females, and the disabled, seek grades from CMS to maintain their eligibility so that all qualified candidates are prepared when advertisements for employment opportunities are made available.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

There was a slight increase of African American employees during FY 13, although the percentage dropped slightly due to the fact that IGB is larger. In FY 12, IGB had 142 employees and in FY 13, our agency has increased to 158.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

☒ Other: not applicable

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Illinois Gaming Board recommends that all interested candidates, including minorities and the disabled, seek grades from CMS and to maintain their eligibility so that all candidates are prepared when advertisements for employment opportunities are made available.

2014 State African American Employment Plan Survey

Agency: Guardianship and Advocacy Commission

Submitted: 12/19/2013 11:37:00 AM

Certification: I Agree

Individual Information: Bobbie Fox, Director, Human Resources, 160 N. LaSalle Street, Chicago, IL 60601, 312-793-5335, bobbie.fox@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

103

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

We are a small agency and are limited in our funding for items outside of needs and personal expenses. Thus, we do not have a budget allocation for African American Employment Programs.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Currently, the agency is not underutilized in African American staff in any EEOC category. We would however work with supervisors in an awareness effort concentrating on the underutilization of African Americans if there was an underutilization.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

5

How many Rutan certified interviewers in your agency are African-American?

6

How many Rutan interviews were conducted during the FY 13?

6

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

2

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

Lack of funding prohibits us from setting aside line items for such employment strategies.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

4

How many of those were African American?

0

How many employees were hired during FY 13?

4

How many of those were African American?

2

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Lack of funding prohibit us from setting aside line item for such employment strategies. However,

employees are made aware of the State Upward Mobility Program.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

We have a hiring packet which now include the Hiring and Promotional Monitors located on our GAC intranet. It is easily accessible to the supervisors. Upon beginning the hiring process they are reminded that they are to complete the Monitors as part of this hiring packet. The EEO Officer and HR Director work closely with managers throughout the hiring process. Actual hire will not take place unless all appropriate documents are completed and signed off.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

If no recommendations have been provided how you have sought advice?

The EEO Officer and the HR Director seek the advice of the Dept. of Human Rights and CMS whenever the need arises.

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

No

If yes please provide the name:

The agency lacks staff and funding needed to provide a designated liaison to work directly with the African American Community to recruit African Americans.

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

The agency works with the Department of Human Rights to ensure that we do our best not to be underutilized in any EEO category and at this time we are not underutilized by African Americans in any category.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Due to the size of the agency and lack of funding, we do not have much hiring opportunity. Additionally, we are not underutilized in any category by African Americans. Ultimately, we lack statistics by which to measure any results.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

No

Have you identified any barriers to achieving your goals? If so, please list:

- Skills and work history
- Attitudes and behaviors
- Health, wellness, disability
- Job search knowledge and skills

Transportation and job location

X Other: Not applicable

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

There are no recommendations at this time.

2014 State African American Employment Plan Survey

Agency: Healthcare and Family Services

Submitted: 12/19/2013 3:11:00 PM

Certification: I Agree

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

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

342	Officials and Managers
1,316	Professionals
39	Technicians
0	Protective Service Workers
383	Para-Professionals
167	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

2,035

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The EEO/AA Office actively monitors all employment documents and reports within the Bureau of Selection & Recruitment as well as the Division of Personnel staff, ensuring compliance with mandated guidelines. The Division of Personnel and EEO/AA staff cooperatively responds to inquiries relative to targeted recruitment and has begun new initiatives to increase minority representation within HFS.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

38

How many Rutan certified interviewers in your agency are African-American?

10

How many Rutan interviews were conducted during the FY 13?

505

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

125

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The EEO/AA Office actively monitors compliance of all hiring and promotion activities (not limited to reviews of employment documents and reports generated by the Bureau of Selection & Recruitment). Along with the Division of Personnel, HFS has begun initiatives including participation in a graduate internship program and the formalization of an mentoring program to foster upward mobility for African Americans. We have also established a database of statewide African American organizations to disseminate employment/recruitment information when opportunities arise.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

177

How many of those were African American?

34

How many employees were hired during FY 13?

188

How many of those were African American?

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

HFS is in the process of developing a mentoring program to help increase upward mobility for all under-represented classes (including African Americans). We have also entered into an agreement with a local university graduate internship program which will enhance our ability to increase minority management. HFS offers a varied array of self-development training and has a tuition reimbursement program.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The EEO/AA Office reviews all Hiring and Promotion monitors for compliance in accordance with IDHR regulations relative to this matter. There is an open ongoing dialogue between the Division of Personnel; the Bureau of Selection & Recruitment and the EEO/AA Office. All appropriate hiring staff is provided with quarterly updates regarding underutilization information and the three entities (Personnel, Selection & Recruitment and EEO) work interactively to ensure the integrity of the process.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None.

If no recommendations have been provided how you have sought advice?

The EEO/AA Office meets quarterly with the HFS IDHR liaison regarding challenges which hinder parity or increase underutilization or under-representation. Successful practices which help other agencies in addressing similar problem areas are discussed and recommended.

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

No.

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

While there exists underutilization of African Americans, opportunities to address underutilization continue to be extremely rare within HFS. Targeted networking may be the appropriate approach.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

The total number of African Americans increased from 377 (18.1%) in FY 12 to 386 (18.3%) in FY 13. There was a 1.5% increase in the number of Officials/Administrators; a .5% increase in Professionals; and a 1% increase in Para-Professionals. Technicians (-1%) and Office/Clerical (-2.1%) were down slightly (consistent with the numbers for all races).

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Built-in constraints of the state hiring process

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

HFS is looking into networking with community organizations who service the African American population for more diverse recruiting methods in an attempt to include more African American as candidates for potential vacancies. We are also exploring a minority mentorship program which may assist in the upward mobility of current African American employees.

2014 State African American Employment Plan Survey

Agency: Historic Preservation

Submitted: 12/20/2013 3:57:00 PM

Certification: I Agree

Individual Information: Dawn DeFraties, Human Resources Director, 313 S. 6th Street, 217-785-7948, dawn.defraties@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

170

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

IHPA does not provide budget allocations for specific employment programs.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Training, monitoring and ongoing open discussion.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

4

How many Rutan certified interviewers in your agency are African-American?

1

How many Rutan interviews were conducted during the FY 13?

212

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

Extensive recruitment efforts in policy-making and administrative positions afforded IHPA the opportunity to hire two (2) African American SPSA employees. Monitoring, tracking and analyzing data provided to Department of Human Rights assists in understanding the workforce and focusing recruitment and selection efforts. Internships, UMP and the utilization of training available through other State Agencies also provide recruitment opportunity.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

5

How many of those were African American?

1

How many employees were hired during FY 13?

6

How many of those were African American?

1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

During this reporting period, IHPA employees were afforded training opportunities and encouraged to attend through Training Clearing House and other state agencies. Employees are encouraged to utilize UMP. No IHPA employee requested tuition reimbursement during this reporting period.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

By monitoring hiring data and incorporating hiring and promotion monitor requirements in hiring checklists.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

N/A

If no recommendations have been provided how you have sought advice?

By seeking guidance from Agency legal counsel or other agency personnel officers.

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

N/A

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

No; however, there will be in the next reporting period.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Funding for staffing and collective bargaining rights

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Continue to actively recruit.

2014 State African American Employment Plan Survey

Agency: Human Rights Commission

Submitted: 12/5/2013 3:07:00 PM

Certification: I Agree

Individual Information: Dr. Ewa I. Ewa, CFO/HR Director, 100 W. Randolph, #5-100 Chicago - Ill.
60601, 312-814-6281, ewa.ewa@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

19

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

no

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

n/a

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

3

How many Rutan certified interviewers in your agency are African-American?

3

How many Rutan interviews were conducted during the FY 13?

3

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

3

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

n/a

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

3

How many of those were African American?

1

How many employees were hired during FY 13?

1

How many of those were African American?

1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

n/a

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

n/a

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

n/a

If no recommendations have been provided how you have sought advice?

n/a

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

n/a

If yes please provide the name:

n/a

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

n/a

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

n/a

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

n/a

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: n/a

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

n/a

2014 State African American Employment Plan Survey

Agency: Human Rights Department

Submitted: 12/30/2013 9:52:00 AM

Certification: I Agree

Individual Information: Bobbie Wanzo, Deputy Director, James R. Thompson Center, 100 W. Randolph, Suite 10-100, Chicago, Illinois 60601, 312-814-6245, Bobbie.Wanzo@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

143

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

The Department conducts education and outreach for African American employment as part of its education, training and outreach functions. There is not a separate budget allocation for an African American employment program outside of currently established recruiting efforts.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The IDHR's Chief Legal Counsel, Human Resource staff and IDHR EEO Officer, closely monitor the activities of the Department's staff responsible for hiring, interviewing, recruitment, etc., in complying with the legislative mandates required. All staff have been made aware of the Agency's efforts to ensure a diverse workforce. The Department's Institute for Training and Development continues to train IDHR staff and other public entities on Diversity Awareness.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

8

How many Rutan certified interviewers in your agency are African-American?

8

How many Rutan interviews were conducted during the FY 13?

8

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

5

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

While there are a number of positions which participate, there is a position dedicated to community relations and outreach, and one of the duties with respect to outreach is minority diversity. In this capacity, the position works to identify potential candidates for employment with the Department of Human Rights. Specifically, this staff is responsible for the following:

- Recruiting for specific positions;
- Working with the Department's Human Resources staff to identify specific opportunities;
- Establishing relationships with a broad coalition of recruitment resources such as colleges, universities, outside employers; and
- Ensuring that individuals are aware of job vacancies.

In an effort to recruit individuals to address the Department's EEO categories, the Department participates in a number of activities including: workshops, seminars, conferences, job fairs and partnerships with community organizations, etc., such as – Access Chicago ADA Celebration in Springfield Deaf Awareness Day DHS Office of Civil Rights Roundtable Humboldt Park Community Outreach Initiative Mexican Consulate's Labor Rights Week Peace Day Celebration in Chicago's Daley Plaza Rainbow PUSH's Annual Conference Rantoul Harvest Festival State Legislators' District Offices 3rd District State Representative Luis Arroyo Job Fair Central States SER DHS Disabilities Fair IDES Veteran Job Fair Illinois Hispanic Chamber of Commerce Illinois Latino Legislative Caucus Foundation Conference Latina Behavioral Health Conference Maria Mangual Latina Leadership Conference Truman College Community Career and Resource Expo Congressman Lipinski Senior Fair Illinois State

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

7

How many of those were African American?

3

How many employees were hired during FY 13?

11

How many of those were African American?

2

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

1)The IDHR Human Resource staff meet regularly with the IDHR Director to review the Department's staffing pattern and strategy for hiring African American employees. 2)IDHR encourages its African American employees to participate in the Illinois Association of Minorities in Government (IAMG), which provides educational and professional development of African American state employees. Each year IAMG hosts an annual State of the State Minorities Conference, which provides employee training, enrichment and information sharing among attendees. 3)The Department's staff also assists employees to match their skills with available promotional opportunities in the Department and the State. As a result of budget restrictions, there was no tuition reimbursement available to DHR employees in Fiscal Year 2013.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

1.All staff responsible for interviewing, recruiting, etc., have been advised that no appointment will be made without strict adherence to the hiring and promotion monitor procedure. 2.All staff responsible for interviewing, recruiting, etc., must work closely with the IDHR EEO/AA Officer and Human Resource Office to ensure that they have the appropriate information on the Department's underutilization. 3.The Director or Director's designee is responsible for reviewing each hiring and promotion monitor.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The Department staff continues to work closely with CMS' Bureau of Personnel on the hiring and promotion monitoring process, diversity programs and recruitment efforts. IDHR staff continues to work with CMS to ensure that they (CMS) do not process a hire or promotion unless the hiring or promotion monitor has been completed and submitted with the hire or promotion transaction.

If no recommendations have been provided how you have sought advice?

Although DHR provided a response to question #20, the Department staff continues to work

closely with CMS and other entities to ensure that DHR is making every effort to have a diverse staff to effectively and efficiently serve the State's many diverse communities.

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

Yes

If yes please provide the name:

Bobbie Wanzo Lynne Turner Kimberly White

Is this person an Executive senior staff member?

Yes

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

The individuals listed are members of the Department's Executive Committee. The Deputy Director serves on the boards of a statewide human relations organization (IMHRA) and a national human rights organization (IAOHRA) and is involved in outreach and education. The Administrator for the Department's Institute for Training and Development is involved in all aspects of training for public and private entities. The Department's Chief Fiscal Officer has been instrumental in making significant contacts in the African American community to increase the Department's recruitment efforts. All three individuals are policy makers and make staffing recommendations.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The Department continues to review its positions; the need of its customers and the quality of its outreach efforts to ensure that all communities have the same access to services provided by the Department. In FY'13, the Department was underutilized in the "Professional" category by (5). There was no underutilization in any other EEO category. As of June 30, 2013, 36% of its actual headcount was African American.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

The level decreased by less than approximately 1/2%. This was due to a lag in hiring in FY 13.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Timely access to information on available positions.

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Department continues to improve its website. The Department continues to review its positions; the need of its customers and the quality of its outreach efforts to ensure that all communities have the same access to information and services provided by the Department.

2014 State African American Employment Plan Survey

Agency: Human Services

Submitted: 12/23/2013 3:32:00 PM

Certification: I Agree

Individual Information: Scott Viniard, Bureau Chief, DHS Bureau of Employee Services, 100 S. Grand Ave. East, Springfield, 217-557-9264, Scott.Viniard@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

209	Officials and Managers
1,660	Professionals
1,927	Technicians
34	Protective Service Workers
142	Para-Professionals
254	Office and Clerical
0	Skilled Craft Workers
202	Service-Maintenance

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

141	Officials and Managers
1,020	Professionals
623	Technicians
17	Protective Service Workers
109	Para-Professionals
112	Office and Clerical
2	Skilled Craft Workers
127	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

11,939

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

Per DHS Bureau of Civil Affairs, no.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

IDHS has a centralized Recruitment and Selection Unit responsible for all non-contractual hiring. Hiring staff utilize EEO Monitors and Underutilization Summaries. Additionally, IDHS through its Recruitment, Hiring and Discipline Committee conducts monthly meetings to discuss and monitor all legislative mandates of the African American Employment Plan.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

80

How many Rutan certified interviewers in your agency are African-American?

165

How many Rutan interviews were conducted during the FY 13?

680

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

84

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

Monthly Recruitment, Hiring and Discipline Committee meetings are held and our Division of Family and Community Services conducts a lot of community work. The Recruitment Unit has developed a Recruitment Database which includes many African American organizations. Communications are sent specifically to African American organizations, community groups and partnerships, including e-blasts to the above mentioned groups.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

1426

How many of those were African American?

437

How many employees were hired during FY 13?

840

How many of those were African American?

293

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

IDHS will continue to rely on suggestions from the Recruitment, Hiring and Discipline Committee. IDHS will continue to assess the agency's need for African American upper management positions in the agency on a regular basis and will conduct targeted recruitment in the African American community, especially when any testing opportunities are available. IDHS employees, 96% being union employees, are allowed and encouraged to participate in the Upward Mobility Program which is a joint venture between the State of Illinois and the American Federation of State County and Municipal Employee Collective Bargaining Unit. The Upward Mobility Program will pay 100% of each employee's tuition and approved fees at all state colleges, universities, community colleges, state agencies and contractual training centers, contingent upon available funding.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Hiring and Promotional Monitors are reviewed by the Chief Equal Employment and Affirmative Action Officer for IDHS to ensure consistency with IDHS' and IDHR's policies, goals and directives. The Chief provides quarterly and annual data, complete with an update and analysis, via email to all Executive Staff to promote awareness and compliance.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

Per Bureau of Civil Affairs, none.

If no recommendations have been provided how you have sought advice?

None sought at this time.

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

FY12 total African American underutilization = 22 FY13 total African American underutilization = 22 FY14 total African American underutilization = 26 Underutilization in the majority of the EEO categories evidenced slight increases and decreases this year.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

FY12 total African American underutilization = 22 FY13 total African American underutilization = 22 FY14 total African American underutilization = 26 Most of the EEO categories evidenced slight increases in the underutilization from last year. The only explanation we have from OHR is that they looked at the population data and there was an increase in the areas where there are Colleges and Universities and this is where the increases were found.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Law - Ricci v. DiStefano case

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Strategic/targeted recruitment in the community including establishing more partnerships in the community. The Recruitment, Hiring and Discipline Committee, Division liaisons and Executive staff members will continue to provide suggestions/recommendations for increasing the number of African Americans employed by IDHS to the Bureau of Recruitment and Selection, Office of Human Resources.

2014 State African American Employment Plan Survey

Agency: Illinois Commerce Commission

Submitted: 12/12/2013 10:04:00 AM

Certification: I Agree

Individual Information: Leigh Ann Myers, Human Resources Manager, 527 E. Capitol Ave.,
Springfield, IL 62701, 217-785-1407, lmyers@icc.illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

241

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

There is no specific budget allocation for African American Employment. The money used to fund these positions is part of the Illinois Commerce Commission's overall budget allocation.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

All recruitment, interviewing, and hiring is done with the assistance of the Human Resources Office, which is where the EEO Officer is located. This allows us the opportunity to make sure that filling our vacant positions comply with all mandates.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

4

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

10

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

When we have a vacancy, it is posted on the ICC and Work 4 Illinois websites. It is also sent to the Illinois Association of Minorities in Government, and they post the position on their website. We also seek referrals and recommendations from the Diversity Enrichment Program staff concerning our vacancies. We also have received assistance from Rep. LaShawn K. Ford, who published our vacancies in a jobs bulletin. In years where we have more vacancies, we have often attended minority-orientated career fairs—especially at the University of Illinois. Other contact, vary by position but are typically minority student organizations related to the specific type of vacancy involved—engineering, accounting, economics, etc.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

16

How many of those were African American?

3

How many employees were hired during FY 13?

10

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

The ICC publicizes free training programs offered by CMS and other state agencies. Employees that are part of the AFSCME bargaining Unit can participate in the state's Upward Mobility program, an option previously unavailable to our employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

All Hiring and Promotion monitors are completed by the appropriate Human Resource staff member at the completion of the interview process.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The Illinois Commerce Commission has always exceeded the EEO/AA guidelines set forth by the IDHR.

If no recommendations have been provided how you have sought advice?

N/A

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The Commission is committed to hiring diverse employees in all EEOC categories.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

Yes; during the past year, the Illinois Commerce Commission lost two Professional African Americans and 1 African American in Protective Services. Due to budget constraints, we have not been able to replace the positions we have lost.

Have you identified any barriers to achieving your goals? If so, please list:

- Skills and work history
- Attitudes and behaviors
- Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Budgetary constraints in hiring.

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Due to budget constraints, we are not sure we will be doing much hiring this year.

2014 State African American Employment Plan Survey

Agency: Inspector General

Submitted: 12/20/2013 8:14:00 AM

Certification: I Agree

Individual Information: Wendy Washington, Director of Human Resources, 69 W. Washington, Suite 3400, Chicago, IL 60602, 312-814-5716, wendy.washington@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

73

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The OEIG's EEO/AA officer monitors OEIG employment practices to ensure compliance with all applicable laws.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

2

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

0

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The OEIG's EEO/AA officer monitors OEIG employment practices to ensure compliance with all applicable laws.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

10

How many of those were African American?

3

How many employees were hired during FY 13?

18

How many of those were African American?

1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

The OEIG encourages all of its employees to participate in training programs. The OEIG does not

presently provide tuition reimbursement to any of its employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The OEIG's EEO/AA officer monitors OEIG employment practices to ensure compliance.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

No recommendations have been received.

If no recommendations have been provided how you have sought advice?

No

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

None

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

Yes, there was a decrease. Two African American technicians separated from the OEIG during FY13.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: No barriers

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

None

2014 State African American Employment Plan Survey

Agency: Insurance

Submitted: 12/5/2013 3:39:00 PM

Certification: I Agree

Individual Information: Ryan Gillespie, Senior Policy Advisor, ryan.gillespie@illinois.gov, 217-782-6369, ryan.gillespie@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

86	Officials and Managers
94	Professionals
43	Technicians
0	Protective Service Workers
13	Para-Professionals
8	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

244

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The agency primarily uses CMS/Shared Services for these matters. However, the EEO Officer works to keep positive dialogue open on the issue of underutilization and under-representation of various minority and ethnic groups in keeping the agency's responsibilities and the law.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

2

How many Rutan certified interviewers in your agency are African-American?

2

How many Rutan interviews were conducted during the FY 13?

82

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The agency uses CMS/Shared Services for hiring needs and other personnel related functions.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

31

How many of those were African American?

4

How many employees were hired during FY 13?

29

How many of those were African American?

3

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Staff generally is allowed to participate in state-sponsored courses and quality, free programs offered in their community to increase skills.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

CMS/Shared Services handles these duties. The EEO Officer does review all Hire Monitors prior to signing.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

If no recommendations have been provided how you have sought advice?

No

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

No additional studies have been performed by the agency, outside of the EEO/AA reports on file with IDHR and reports required by CMS.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

The agency experienced a decrease from 26 to 25 in the FY13. The agency had 4 separations and was able to hire 3 new African American employees.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: N/A

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The agency is restricted by the use of Shared Services. However, it is key for the entire Executive Staff to understand the importance and advantages of having a diverse workforce.

2014 State African American Employment Plan Survey

Agency: Investment Board

Submitted: 12/9/2013 11:39:00 AM

Certification: I Agree

Individual Information: Alise M. White, Deputy Executive Director, 180 N. LaSalle Street - Suite 2015, 312-793-5714, alise.white@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

10

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

ISBI has 11 positions and turnover is minimal. When vacancies occur, all staff is aware of and complies with all legislative mandates. The hiring officer is also the EEO.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

0

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

1 position was filled during FY 2013. Minimal opportunity.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

2

How many of those were African American?

1

How many employees were hired during FY 13?

1

How many of those were African American?

1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increase number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

One African American employee (previously classified as an Official) was promoted to Deputy Executive Director upon the retirement of the previous Deputy Executive Director who was not African American.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Yes, minimal opportunity. Oversight on hiring by EEO.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None.

If no recommendations have been provided how you have sought advice?

Minimal opportunity. Annually I meet with DHR Liaison to determine if any action needs to be taken

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

Yes

If yes please provide the name:

Alise White

Is this person an Executive senior staff member?

Yes

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

Through the Illinois CPA Society the Agency has been able to source candidates for positions with the Agency from the African American community.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

None.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

No.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: N/A

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

None.

2014 State African American Employment Plan Survey

Agency: Juvenile Justice

Submitted: 12/16/2013 6:21:00 AM

Certification: I Agree

Individual Information: Diana K. Shreck, Acting Human Resource Administrator, 2021 Kentville Road, Kewanee, IL 61443, 309-852-4601 x1011, Diana.Shreck@doc.illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

44	Officials and Managers
805	Professionals
18	Technicians
0	Protective Service Workers
22	Para-Professionals
15	Office and Clerical
30	Skilled Craft Workers
59	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

993

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

Recruiters participate in job fairs and recruitment activities that target African-Americans which are sponsored by educational institutions, IAMG, organizations, and governmental entities. As of 6/30/2013, IDJJ is not underutilized in African Americans.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

With each recommendation for hire, promotion, or transfer across geographical regions or job category, a hiring and promotion monitor is submitted and approved by the agency EEO/AA officer prior to any commitments being made to fill the position.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

11

How many Rutan certified interviewers in your agency are African-American?

14

How many Rutan interviews were conducted during the FY 13?

22

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

8

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

Employment strategies include attending African-American conferences, recruitment fairs; and providing IDJJ's Affirmative Action Plan for the state African American Employment Plan.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

503

How many of those were African American?

225

How many employees were hired during FY 13?

40

How many of those were African American?

9

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Staff opportunities for promotion exist within negotiated contractual filling of vacancies language. The Upward Mobility Program is also available and encouraged for those members of the AFSCME bargaining units for career advancement.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

With each recommendation for hire, promotion, or transfer across geographical regions or job category, a Hiring and Promotional Monitor is submitted and approved by the agency EEO Officer prior to any commitments being made to fill the position.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

To continue to maintain parity with respect to African Americans in all EEO job categories.

If no recommendations have been provided how you have sought advice?

N/A

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

African Americans are not underutilized; however, in the event this protected group would become underutilized a focus would be made during hiring of Juvenile Justice Specialists to target African American candidates.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

Yes, underutilization of African Americans was reduced and currently the agency has met parity.

Have you identified any barriers to achieving your goals? If so, please list:

- Skills and work history
- Attitudes and behaviors
- Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: N/A

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Illinois Department of Juvenile Justice continues to monitor and track hiring goals. Where any underutilization is noted, the agency attempts to meet those needs whenever possible.

2014 State African American Employment Plan Survey

Agency: Labor Department

Submitted: 12/20/2013 1:15:00 PM

Certification: I Agree

Individual Information: Salvatore Calace, Human Resources Director, 160 N. Lasalle Street c-1300
Chicago, IL 60601, 312-793-4463, sal.calace@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

13	Officials and Managers
35	Professionals
22	Technicians
0	Protective Service Workers
8	Para-Professionals
7	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

85

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

N/A

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

We do a thorough review of the AAEP legislative mandates and use our internal data and statistics to compare our performance to the AAEP to ensure compliance.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

6

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

Our Agency is constantly monitoring for underutilization in accordance with Affirmative Action Reporting. Each Quarter, our EEO/AA Officer reviews the Agency to ensure parity in these areas. The past fiscal year, we did not experience any underutilization. If this occurs, we will have to set up a senior staff meeting to implement a strategy to address the issue.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

9

How many of those were African American?

2

How many employees were hired during FY 13?

12

How many of those were African American?

1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

N/A

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Our Agency Human Resources Director is also the EEO/AA Officer and ensures that for each hire, a monitor for hiring and promotion is filled out accordingly and submitted as part of the new hire process.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

N/A

If no recommendations have been provided how you have sought advice?

Since I came to the Agency in May, we have not had any underutilization to report. I am seeking to implement a strategy to ensure we remain at parity, however I have not actively sought advice from another source other than our Affirmative Action quarterly reports and CMS data provided monthly.

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Our Agency is 18.82% African American and is at parity. We are monitoring monthly for all minorities and we look to stay at parity in accordance with our Affirmation Action Plan.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

Our Agency increased from previous years. We recently hired an African American woman as our Assistant Director.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: N/A

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

If the job postings were marketed in largely populated African American communities, we may be able to get more African American applicants to bid on vacant positions during the posting period.

2014 State African American Employment Plan Survey

Agency: Labor Relations Board

Submitted: 12/4/2013 12:21:00 PM

Certification: I Agree

Individual Information: Carla Stone, Personnel Manager, 160 N LaSalle Street, S-400, Chgo, 60601, 312/793-6426, carla.stone@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

20

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Staff is updated by the personnel manager via memos from CMS. The personnel manager reminds hiring staff of the AAEP whenever there is an opportunity to hire

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

0

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

When recruiting for a professional position (licensed attorney) the personnel manager post the vacancy with African American legal associations

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

3

How many of those were African American?

1

How many employees were hired during FY 13?

3

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

NA

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Agency Managers review and sign all hiring and promotion monitors.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

NA

If no recommendations have been provided how you have sought advice?

NA

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

No

If yes please provide the name:

NA

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

NA

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

We have for the last 20 years employed an African American in our professional category. In June of this year we hired another African American in the professional category. By posting with various African American groups such as the African American Bar Association we are able to meet our goal of employing African Americans in our professional category.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

Yes. One African American employee in our professional category has retired. One remains in this category.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: None

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

NA

2014 State African American Employment Plan Survey

Agency: Labor Relations Board - Educational

Submitted: 12/20/2013 10:38:00 AM

Certification: I Agree

Individual Information: Renee Strickland, Personnel Director, 160 N. LaSalle St., Suite N-400,
Chicago, IL 60601, 312/793-3245, renee.strickland@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

11

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Individuals responsible for hiring are aware of the mandates of the plan.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

1

How many Rutan interviews were conducted during the FY 13?

7

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

Agency staff will work with the Diversity Enrichment Program staff to post information regarding any employment opportunities that may be available at the Agency.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

2

How many of those were African American?

0

How many employees were hired during FY 13?

0

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

No agency specific programs available at this time.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Annual review of EEO policy/plan and reports regarding utilization/underutilization categories.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None at this time.

If no recommendations have been provided how you have sought advice?

There are not enough employees in any category to measure.

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

Yes

If yes please provide the name:

Victor Blackwell

Is this person an Executive senior staff member?

Yes

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

Actively counsels, recruits, mentors and assists individuals interested in employment/internship opportunities.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Agency is very small. There are not enough employees in any category to measure.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

No.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Budget

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Increase in funding to hire additional staff.

2014 State African American Employment Plan Survey

Agency: Law Enforcement Training and Standards Board

Submitted: 12/20/2013 3:54:00 PM

Certification: I Agree

Individual Information: Kelly Kirby, Administrative Assistant, 4500 S. 6th St. Road, Springfield, Illinois 62703, 217557-8738, PTB.FOIA@Illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

15

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

no

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

CMS determines hiring standards

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

0

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

CMS determines hiring standards

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

0

How many of those were African American?

0

How many employees were hired during FY 13?

0

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

N/A

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

CMS determines hiring standards

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

N/A

If no recommendations have been provided how you have sought advice?

N/A

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

N/A

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

N/A

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

N/A

Have you identified any barriers to achieving your goals? If so, please list:

- X Skills and work history
 - X Attitudes and behaviors
 - Health, wellness, disability
 - X Job search knowledge and skills
 - Transportation and job location
 - Other:
-

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

N/A

2014 State African American Employment Plan Survey

Agency: Lottery

Submitted: 12/10/2013 3:45:00 PM

Certification: I Agree

Individual Information: Lydia Mills, Director of HR, Labor Relations Admin. & EEO Officer, 101 West Jefferson Street, Springfield IL 62707, 217-524-5252, Lydia.S.Mills@Illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

18	Officials and Managers
73	Professionals
12	Technicians
0	Protective Service Workers
26	Para-Professionals
17	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

149

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

There are no specific allocations for African American Employment Programs.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Lottery's hiring, interviewing and recruitment efforts are done by the Administrative & Regulation Shared Services Center. The A&R Shared Services staff is Rutan Certified and mandated to follow all State of Illinois Personnel Rules and Guidelines.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

12

How many Rutan certified interviewers in your agency are African-American?

1

How many Rutan interviews were conducted during the FY 13?

53

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

1

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The A&R Shared Services Recruitment and Selection Staff follow prescribed recruitment and hiring procedures that are outlined in the State of "Illinois Interview and Selection Criteria and Technical Manual". Vacant positions are advertised on Central Management Services employment web site.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

17

How many of those were African American?

4

How many employees were hired during FY 13?

17

How many of those were African American?

4

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Central Management Services sponsors career enhancement and self development programs for Illinois employees at no cost. It also sponsors training programs in a variety of subject matters and administrators the Upward Mobility Program.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Illinois Lottery relies on A&R Shared Services staff to follow the statute as it relates to the hiring process. In addition Lottery's Equal Opportunity Officer reviews and signs off on all hiring and promotion monitors.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

Lottery has not received any recommendations from DHR, CMS or Auditor General.

If no recommendations have been provided how you have sought advice?

Illinois Lottery relies on A&R Shared Services staff to follow the statute as it related to the hiring processes.

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Illinois Lottery encourages minority non-employees to secure grades from CMS for positions that they would be interested in and to apply when those openings are posted.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

On June 30, 2013 the Illinois Lottery has 148 employees. Of the 148 employees 19 or 12.84% were African Americans.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: We see no barriers to overcome.

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Illinois Lottery encourages minority non-employees to secure grades from CMS for positions that they would be interested in and to apply when those openings are posted.

2014 State African American Employment Plan Survey

Agency: Medical District Commission

Submitted: 1/7/2014 1:33:00 PM

Certification: I Agree

Individual Information: Kesner Bienvenu, Chief Legal Counsel, 2100 W. Harrison Street, Chicago IL 60612, 312-738-5800, kbienvenu@medicaldistrict.org

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

14

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

The Illinois Medical District Commission does not receive a State of Illinois General Revenue Fund Appropriation. As such there is no separate budget allocation.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Not applicable

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

0

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

Not applicable

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

1

How many of those were African American?

0

How many employees were hired during FY 13?

4

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Not applicable

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Not applicable

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

Not applicable.

If no recommendations have been provided how you have sought advice?

Not applicable

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

NA

If yes please provide the name:

Not applicable

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

Not applicable

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Not applicable

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

Not applicable

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Not applicable

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Not applicable

2014 State African American Employment Plan Survey

Agency: Military Affairs

Submitted: 12/10/2013 3:48:00 PM

Certification: I Agree

Individual Information: Ruth Moenck, Human Resources Representative, 1301 N. MacArthur Blvd,
Springfield, IL 62702, 217-761-3633, ruth.a.moenck.nfg@mail.mil

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

5	Officials and Managers
49	Professionals
10	Technicians
48	Protective Service Workers
1	Para-Professionals
6	Office and Clerical
9	Skilled Craft Workers
94	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

222

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No budget allocation.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

DHR training, internal monitoring for management and staff of State Personnel Office, EEO Training, as applicable for Federal employees through IL National Guard Human Resources Office and State Personnel monitoring of procedures.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

2

How many Rutan certified interviewers in your agency are African-American?

2

How many Rutan interviews were conducted during the FY 13?

10

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

1

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

All job postings are listed on the agency's website to ensure wider distribution of job announcements. Underutilized vacant positions that will not be filled based on collective bargaining agreement rules and regulations are forwarded to DHR liaison for distribution to other State agencies. Suggestions from CMS Diversity Enrichment Program Director would be welcome.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

15

How many of those were African American?

0

How many employees were hired during FY 13?

7

How many of those were African American?

1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

African-American employees are afforded the opportunity to participate in the Upward Mobility Program through the State of Illinois. Dept of Military Affairs does not offer any type of tuition reimbursement due to budget constraints - UMP is the only type of tuition reimbursement available to our employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Assistant EEO/AA Officer completes the basic underutilization information on the appropriate Hiring or Promotion Monitoring forms, and then ensures thorough and accurate completion of entire form and that forms are signed by EEO/AA Officer and Director prior to offer of employment.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None to date.

If no recommendations have been provided how you have sought advice?

No

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

We were able to increase our number of African-American employees.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

We increased our number of African-American employees by 2.

Have you identified any barriers to achieving your goals? If so, please list:

- Skills and work history
- Attitudes and behaviors
- Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Budget Constraints, Strict Structured Interview process

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

None at this time.

2014 State African American Employment Plan Survey

Agency: Natural Resources

Submitted: 12/18/2013 12:40:00 PM

Certification: I Agree

Individual Information: Gloria Williams, EEO Officer, One Natural Resources Way, Springfield, IL 62702, 217-782-2662, gloria.williams@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

284	Officials and Managers
501	Professionals
79	Technicians
141	Protective Service Workers
76	Para-Professionals
84	Office and Clerical
11	Skilled Craft Workers
217	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,108

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

We have made the executive staff, office directors and the Office of Human Resources aware of the African American employment plan and its contents. The EEO and Recruitment office is acutely aware of the Plan and frequently participates in events geared toward the recruitment of African Americans.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

4

How many Rutan certified interviewers in your agency are African-American?

4

How many Rutan interviews were conducted during the FY 13?

127

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The IDNR engages in healthy relationships with professional, educational, and community organizations; participating in various events, career fairs and informational workshops, designed to increase the visibility of IDNR and its career opportunities, targeting communities with higher minority populations.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

57

How many of those were African American?

3

How many employees were hired during FY 13?

86

How many of those were African American?

4

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

IDNR encourages all employees to participate in the Technical Computer Training Program, the Upward Mobility Program, as well as conferences and seminars which contribute to the training, education, and promotional needs of its employees. We consistently encourage attendance and active participation in training programs specifically designed for African American employees, such as the annual training conference provided by the Illinois Association for Minorities in Government (IAMG). We have consistently provided registration and travel for employees who desire to attend.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The IDNR EEO Officer reviews and approves all hiring and promotional monitors prior to submittal to the Agency's Director for signature. IDNR hiring operatives are held accountable to ensure that protective classes receive appropriate opportunities for employment and promotion.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

DHR recommended that we continue our efforts to recruit African Americans.

If no recommendations have been provided how you have sought advice?

We have worked with members of the Legislative Black Caucus to publicize vacancies and job postings. We have sought their assistance with recruitment and worked with them on job fairs and informational meeting,etc.

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

Yes

If yes please provide the name:

Jason Brewer

Is this person an Executive senior staff member?

Yes

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

Mr. Brewer has worked with members of the Legislative Black Caucus to publicize vacancies and job postings. He has developed relationships and worked with them on job fairs and informational meetings,etc. He has coordinated and attended numerous recruitment and outreach events targeting African Americans at univeristies, city colleges, churches and other outreach venues in the community. He was instrumental in the development of the Urban Collegiate Conservation Internship program, which is a summer internship program designed with the intent to expose college students with and inner city background to mentorship and careers at the Department of Natural Resources.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

We monitor underutilization by EEO category and by Illinois Department of Human Rights regions. We have determined that there is a need to hire African Americans at a much greater rate than has been demonstrated in the past. We are working on finding solutions to our challenges.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

These levels decreased over the past year due to attrition and because many of these positions have been filled via contract language.

Have you identified any barriers to achieving your goals? If so, please list:

- X Skills and work history
 - X Attitudes and behaviors
 - Health, wellness, disability
 - Job search knowledge and skills
 - X Transportation and job location
 - X Other: Many DNR positions require specialized skills, education and experience. Many individuals with the appropriate education have been deemed unqualified because of their lack of work experience, licensure, and/or veterans status. Additionally, we have found that when African Americans have the requisite education and work experience, they are often earning more salary than the IDNR can offer, or they are not willing to move to the location where the IDNR vacancy is. We are reevaluating some of the job descriptions and attempting to create trainee positions to gain access to candidates who possess the needed education, but lack working experiences.
-

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Many DNR positions require specialized skills, education and experience. We are reevaluating some key job descriptions and attempting to create trainee positions to gain access to candidates who possess the needed education, but lack working experiences. We also plan to recruit historically black colleges and universities which have natural resources related majors. We will continue to recruit and provide informational meetings in strategic geographical areas.

2014 State African American Employment Plan Survey

Agency: Pollution Control Board

Submitted: 12/6/2013 11:13:00 AM

Certification: I Agree

Individual Information: Kathy Griffin, Financial Officer / EEO Officer, 1021 N. Grand Ave., East Springfield, IL 62702, 217-524-8512, kathy.griffin@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

24

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

The Board does not currently have budget allocations for the employment programs. State resources are utilized for that purpose.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

All administrative and management staff are aware of any areas of underutilization. Qualified candidates are sought to fill those vacancies when they occur.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

0

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

IPCB seeks qualified candidates through job postings, applications, and resumes. Resources from the IDHR are also utilized when there is a vacancy.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

2

How many of those were African American?

0

How many employees were hired during FY 13?

3

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

The Board encourages self enrichment classes provided by IDHS. The Board does not have the

funding to allow expenditures for other outside training at this time.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Board is in compliance with the mandatory Hiring and Promotion Monitor.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The Board is in full compliance with IDHR requirements regarding EEO. The Board has no audit findings regarding this.

If no recommendations have been provided how you have sought advice?

The Board is in full compliance with IDHR requirements in the African American category. Resources are utilized through IDHR for filling vacancies when they occur, as well as advice and counseling to meet any underutilization.

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The Board is in parity within the African American category for all positions.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

The Board incurred no changes from the prior year.

Have you identified any barriers to achieving your goals? If so, please list:

- Skills and work history
- Attitudes and behaviors
- Health, wellness, disability
- Job search knowledge and skills
- Transportation and job location

X Other: N/A

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Board will continue to utilize resources provided by IDHR.

2014 State African American Employment Plan Survey

Agency: Prisoner Review Board

Submitted: 1/8/2014 3:04:00 PM

Certification: I Agree

Individual Information: Nikki Damhoff, Chief Administrative Officer, 319 E. Madison, Suite A,
Springfield, IL 62701, 217-782-4087, Nichole.Damhoff@Illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

17

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Participating in the EEO training, keeping up to date on rule and regulations and attending Personnel Manager's monthly meetings for latest updates

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

2

How many Rutan certified interviewers in your agency are African-American?

1

How many Rutan interviews were conducted during the FY 13?

1

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

1

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

n/a

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

2

How many of those were African American?

1

How many employees were hired during FY 13?

1

How many of those were African American?

1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Upward Mobility, computer training and self development courses offered by Central Management or other state agencies.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Proper training and classes offered by CMS

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

If no recommendations have been provided how you have sought advice?

Through Labor Relations and DHR

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

No

If yes please provide the name:

N/a

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/a

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

N/a

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

No

Have you identified any barriers to achieving your goals? If so, please list:

- X Skills and work history
 - Attitudes and behaviors
 - Health, wellness, disability
 - X Job search knowledge and skills
 - Transportation and job location
 - Other:
-

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

To continue to increase the African American employees in position within our agency as budget constraints allow for our agency

2014 State African American Employment Plan Survey

Agency: Property Tax Appeal Board

Submitted: 12/26/2013 9:58:00 AM

Certification: I Agree

Individual Information: Becky Hesse, Fiscal Officer, 402 Stratton Office Building, Springfield, IL 62706, 217/557-0122, becky.hesse@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

30

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

N/A

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

All Managers are provided with a copy of the agency's Affirmative Action Plan.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

6

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

N/A

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

3

How many of those were African American?

0

How many employees were hired during FY 13?

6

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

N/A

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

This monitor is part of our hiring package to be prepared when filling vacancies -- CMS will not accept a new employee packet without this form.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

If no recommendations have been provided how you have sought advice?

N/A

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

Yes

If yes please provide the name:

Louis Apostol

Is this person an Executive senior staff member?

Yes

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

Notify members of the African American community of job opportunities for qualified candidates.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

N/A

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

Decrease -- employee was let go during probation period.

Have you identified any barriers to achieving your goals? If so, please list:

- X Skills and work history
 - Attitudes and behaviors
 - Health, wellness, disability
 - Job search knowledge and skills
 - X Transportation and job location
 - Other:
-

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Notify qualified African American candidates of job opportunities at PTAB.

2014 State African American Employment Plan Survey

Agency: Public Health

Submitted: 12/20/2013 1:14:00 PM

Certification: I Agree

Individual Information: Robin Tucker-Smith, EEO/AA Officer, 122 S. Michigan Avenue, #2009, Chicago, 60603, (312) 814-1041, robin.tucker@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

43	Officials and Managers
94	Professionals
6	Technicians
0	Protective Service Workers
7	Para-Professionals
11	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

314	Officials and Managers
604	Professionals
40	Technicians
0	Protective Service Workers
43	Para-Professionals
75	Office and Clerical
0	Skilled Craft Workers
9	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,085

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No. Projects are funded through the IDPH Center for Minority Health and the Office of Human Resources Budget allocations.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The EEO Officer, Office of Human Resources, Community Health Manager and Center for Minority Health provide information to the Deputy Director's regarding mandates. Senior Staff is responsible for disseminating compliance documentation. Additionally, the EEO Officer approves all hires and promotion monitor forms prior to the hiring decision.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

137

How many Rutan certified interviewers in your agency are African-American?

20

How many Rutan interviews were conducted during the FY 13?

91

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

23

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

IDPH has participated in job and health fairs marketed to African Americans; posted job opportunities with the CMS Diversity Enrichment Office and participated in conferences such as the Illinois Association of Minorities in Government. In FY13 we began to formalize a college internship program to recruit more minorities.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

89

How many of those were African American?

16

How many employees were hired during FY 13?

125

How many of those were African American?

21

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

We encourage all eligible staff to meet with CMS Upward Mobility Counselors annually to discuss career advancement and goals. We currently have six African American employees enrolled in the Upward Mobility Program. IDPH does not currently offer tuition reimbursement to its employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Our Human Resources office guides hiring managers and other appropriate staff to ensure compliance.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The CMS Diversity Enrichment Program has provided viable candidates and assistance in our recruitment of minorities. DHR consistently provides guidance, support and suggestions on our underutilization issues.

If no recommendations have been provided how you have sought advice?

n/a

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

Yes

If yes please provide the name:

Robin Tucker-Smith, EEO/AA Officer

Is this person an Executive senior staff member?

Yes

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

The liaison and supporting staff have participated in job and health fairs marketed to African Americans; posted job opportunities with the CMS Diversity Enrichment Office; participated in conferences such as the Illinois Association of Minorities in Government. In addition, job opportunities are shared with a network of key African American staff throughout our agency.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

FY12: Officials/Administrators - 41 Professionals - 87 Technicians - 7 Para-Professionals - 6 Office/Clerical - 9 Service/Maintenance - 1 FY13: Officials/Administrators - 43 Professionals - 94 Technicians - 6 Para-Professionals - 7 Office/Clerical - 11 Service/Maintenance - 1

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

For FY13 there was an overall increase in our African American Staff by 11. An increase of 2 in the Officials/Administrators EEO Job Category An increase of 7 in the Professionals EEO Job

Category A decrease of 1 in the Technicians EEO Job Category An increase of 1 in the Para-Professionals EEO Job Category An increase of 2 in the Office/Clerical EEO Job Category The Service/Maintenance EEO Job Category remained the same

Have you identified any barriers to achieving your goals? If so, please list:

- X Skills and work history
 - Attitudes and behaviors
 - Health, wellness, disability
 - Job search knowledge and skills
 - Transportation and job location
 - X Other: n/a
-

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

-Increase the number of African American Rutan Interviewers; -Recruit/Hire African Americans in all EEO Job Categories; from front line staff through senior management.

2014 State African American Employment Plan Survey

Agency: Racing Board

Submitted: 12/13/2013 11:09:00 AM

Certification: I Agree

Individual Information: Katherine Laurent, General Counsel, 100 W. Randolph St., Suite 7-701, 312-814-5074, kathy.laurent@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

52

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Beginning July 1, 2009, the Racing Board works directly with CMS and A&R Shared Services, meeting monthly with Shared Services personnel to discuss personnel-related and other matters of importance to the Board. Shared Services guides the Board in all hiring, interviewing and recruitment matters as described in the CMS State African American Employment Plan.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

3

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

There is no specific structure outside the normal CMS programs and processes geared exclusively toward African American employees.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

1

How many of those were African American?

0

How many employees were hired during FY 13?

6

How many of those were African American?

1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

There is no specific structure outside the normal CMS programs and processes geared exclusively toward African American employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

By utilizing Shared Services for hiring and staffing, the Board expects to receive any appropriate training and guidance on Hiring and Promotion Monitor requirements.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

There have not been any recommendations to date.

If no recommendations have been provided how you have sought advice?

By contacting Shared Services and IDHR with any questions.

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

No studies have yet been performed.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

Yes, an increase as an African American was hired in the Officials/Managers category.

Have you identified any barriers to achieving your goals? If so, please list:

- Skills and work history
 - Attitudes and behaviors
 - Health, wellness, disability
 - Job search knowledge and skills
 - X Transportation and job location
 - X Other: Lack of interest in the regulation of horse racing
-

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Encourage interested persons to get their names on the CMS eligible list.

2014 State African American Employment Plan Survey

Agency: Revenue

Submitted: 12/16/2013 12:13:00 PM

Certification: I Agree

Individual Information: Ruby Taylor, Equal Employment Opportunity Officer, 101 West Jefferson,
Mail Code 3-380, Spfld IL 62702, 217-524-9210, Ruby. Taylor @illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

18	Officials and Managers
128	Professionals
28	Technicians
3	Protective Service Workers
33	Para-Professionals
23	Office and Clerical
1	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

259	Officials and Managers
929	Professionals
144	Technicians
16	Protective Service Workers
215	Para-Professionals
132	Office and Clerical
7	Skilled Craft Workers
7	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,758

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

The Department of Revenue does not provide a budget allocation for African American Employment Programs.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Department of Revenue's recruitment and selection activities are undertaken by the Administrative and Regulatory Shared Services Center. The A&R Shared Services Center Staff, the EEO Officer and all personnel who takes part in the interview process are Rutan Certified and mandated to follow all applicable State of Illinois Personnel Code Rules and Regulations. Shared Services Center staff members attend the state personnel meetings so they can stay abreast of the latest changes in the hiring rules and regulations. And there are severeral levels of management involvement in the hiring and recruitment efforts. In addition, CMS staff will not process the transactions without proper documentation.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

75

How many Rutan certified interviewers in your agency are African-American?

14

How many Rutan interviews were conducted during the FY 13?

1,181

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

40

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

In order to increase minority hiring the Department of Revenue posts all vacancies on the Work4Illinois website, notifies the Department of Human Rights and the minoirty organizations on its distribution list of openings. The Shared Services staff work the eligiblity list when applicable and interview minority candidates on the list in the underutilization categories. In addition, the Department sponored a Job Fair, (Webnair) that attracted nearly 80 people, attended several recruitment events across the state, served as presenters for minority conferences and job fairs sponsored by Central Management Services. The Shared Services Center created a Face Book page where all vacancies are posted.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

158

How many of those were African American?

15

How many employees were hired during FY 13?

308

How many of those were African American?

41

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

The Department fo Revenue shares the goal of the State of Illinois to provide employees in certain classifications with training and promotional opportunities through the Upward Mobility Program. AFSCME identifies and recruits employees for this program. In addition, to the Upward Mobility Program the Department established an internship program (Applied Studies Term) through the University of Illinois at Springfield, allows particiaption in training programs through other state agencies and the Department has a generous tutiton reimbursement program.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The interview and hiring staff is not eligible to participate in the hiring process until they become Rutan Certified and complete the internal review training regarding the completion of the hiring and promotion monitors. Like all other agencies, the Department complies with both internal and external checks and balances. Central Management Services (CMS) will not process the hire/promotion monitors without the proper supporting documentation and signatures. The monitors are reviewed and signed by the EEO Officer and the Director's designee.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The Department of Revenue has not received any specific recommendations provided by AAEP Advisory Council, CMS or the Auditor General. DHR has notified the Department of its underutilization and is monitoring the Department's effort to reach it minority hiring goals.

If no recommendations have been provided how you have sought advice?

The Department has not sought any specific recommendations. However, the Department has continued to engage in minority recruitment and other outreach.

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

Yes

If yes please provide the name:

Henry Butler

Is this person an Executive senior staff member?

Yes

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

Mr. Butler is a twenty-two (22) year member of the Illinois Association of Minorities in Government. The primary focus of the IAMG is to foster equal hiring, promotional, retention, and

networking opportunities for minority government employees. The African American Employment Plan was proposed by IAMG and pushed to passage by the General Assembly.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The results of the Department's monitoring shows the number of African Americans have increased from fiscal year 2012 to 2013.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

The percentage of African Americans increased from 13.72% in fiscal year 2012 to 14.22% in fiscal year 2013.

Have you identified any barriers to achieving your goals? If so, please list:

- Skills and work history
 - Attitudes and behaviors
 - Health, wellness, disability
 - X Job search knowledge and skills
 - Transportation and job location
 - X Other: Hiring process
-

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Department of Revenue believes that instilling knowledge regarding the process and the frequently hired positions is the best way to increase minority hiring.

2014 State African American Employment Plan Survey

Agency: Sentencing Policy Advisory Council

Submitted: 12/30/2013 5:30:00 PM

Certification: I Agree

Individual Information: Kathryn Saltmarsh, Executive Director, 401 S. Spring, Room 617 Stratton, Springfield 62706, 217-558-4737, kathy.saltmarsh@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

3

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

I am the only person responsible for hiring, interviewing and recruitment. I have hired only one position in the last two years and that was after SPAC became exempt from the Personnel Code.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

0

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

N/A - only one position was hired and that was after the date SPAC became exempt from the Personnel Code. All SPAC employees are in non-Code positions.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

0

How many of those were African American?

0

How many employees were hired during FY 13?

0

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

N/A

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

N/A - I am the only staff involved in hiring and promotion.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

N/A

If no recommendations have been provided how you have sought advice?

I work with Public Safety Shared Services and follow their direction on hiring procedures.

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

N/A

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

N/A

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

N/A

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: N/A

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

I have no suggestions at this time as there is no hiring going on at this time.

2014 State African American Employment Plan Survey

Agency: State Fire Marshal

Submitted: 12/23/2013 10:29:00 AM

Certification: I Agree

Individual Information: Pam Sargent, Executive II, 1035 Stevenson Drive, Springfield IL 62703,
217/785-4717, Pam.sargent@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

25	Officials and Managers
60	Professionals
20	Technicians
16	Protective Service Workers
5	Para-Professionals
6	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

137

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Human Resource functions are handles by the Public Safety Shared Service Center. Executive Staff and EEO Officer are aware of the agency's underutilized categories.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

2

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

32

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

Human Resource functions are handled by the Public Safety Shared Service Center. Executive Staff and EEO Officer are aware of the agency's underutilized categories. The agency posts all vacancies on the work4illinois.gov and Employment Security websites, notifies State of Illinois EEO Officers, agency employees, and all Legislators throughout the state of Illinois. Employment opportunities are available on our website with a link to work4illinois.gov.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

6

How many of those were African American?

0

How many employees were hired during FY 13?

10

How many of those were African American?

1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Upward Mobility (AFSCME) and Tuition Reimbursement (pending union negotiations) programs are available to employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Agency EEO Officer works with the Public Safety Shared Service Center to ensure Hiring and Promotion Monitors are completed as required.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

N/A

If no recommendations have been provided how you have sought advice?

N/A

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

0

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The agency has not completed any studies during this reporting period.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

This year we increased the number of African Americans employed by our agency by 1; this job title is in the Officials and Managers EEOC category.

Have you identified any barriers to achieving your goals? If so, please list:

- X Skills and work history
- Attitudes and behaviors
- Health, wellness, disability
- Job search knowledge and skills
- Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The agency continues to use the same hiring and promotion tools listed in our AA Plan. The agency posts all vacancies on the work4illinois.gov and Employment Security websites, notifies State of Illinois EEO Officers, agency employees, and all Legislators throughout the state of Illinois. Employment opportunities are available on our website with a link to work4illinois.gov.

2014 State African American Employment Plan Survey

Agency: State Police

Submitted: 12/19/2013 9:47:00 AM

Certification: I Agree

Individual Information: Lieutenant Rob Sgambelluri, EEO Program Manager, 801 S 7th Street,
Suite 100-S, Springfield, IL 62703, (217) 558-4899,
Rob_Sgambelluri@isp.state.il.us

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

12	Officials and Managers
43	Professionals
33	Technicians
151	Protective Service Workers
18	Para-Professionals
20	Office and Clerical
0	Skilled Craft Workers
3	Service-Maintenance

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

169	Officials and Managers
559	Professionals
328	Technicians
1,531	Protective Service Workers
108	Para-Professionals
179	Office and Clerical
8	Skilled Craft Workers
23	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

2,905

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

During FY13, the Illinois State Police (ISP) did not have any budget allocations for African American Employment Programs. The ISP Recruitment Section attended 50 recruitment events during this time frame in an effort to identify and target African American candidates.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The ISP EEO Office meets with all the divisions and provides the underutilization information. Additionally, all hiring and promotion decisions are reviewed for compliance and must be approved by the EEO Office and the Director's Office prior to any action being taken.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

55

How many Rutan certified interviewers in your agency are African-American?

21

How many Rutan interviews were conducted during the FY 13?

20

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

7

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The ISP Recruitment Section attended 50 career fairs during FY13. Additionally, the ISP attended Chicago-area events to include the Bud Billiken Parade, Congressman Danny K. Davis Back to School Parade and Picnic, and the Annual Chicago Football Classic, Empowerment Summit and Football games between rivals of Historically Black Colleges and Universities. ISP officers also participated in the Association of Black Law Enforcement Officers (ABLE) Annual Scholarship Fundraiser event in an effort to strengthen community linkage for African American candidates. All vacancy postings are also shared with the Illinois Department of Human Rights (IDHR) Liaison, who disseminates the postings to community organizations in an effort to attract a diverse candidate pool.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

222

How many of those were African American?

18

How many employees were hired during FY 13?

105

How many of those were African American?

13

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

ISP civilian union employees are allowed and encouraged to participate in the Upward Mobility Program, which is a joint venture between the State of Illinois and the American Federation of State County and Municipal Employees Collective Bargaining Unit (AFSCME). ISP employees are allowed and encouraged to participate in a variety of career enhancement programs offered through the Illinois Training Clearinghouse and Mobile Team Unit (MTU) training conducted by the Illinois Law Enforcement Training & Standards Board (ILETSB). Tuition Reimbursement is distributed to ISP employees based on specific union contractual agreements.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The ISP EEO Office provides underutilization information when filling positions. The EEO Officer reviews all hiring and promotion monitors, along with documentation justifying the selection, to ensure compliance. Division of Administration staff and the EEO Officer meet periodically to ensure compliance with CMS rules. The EEO Office provided Hiring and Promotion Monitor completion instructions to all divisions. The ISP incorporated the process within its policy and procedures (PER-009) to ensure underutilization of minorities is considered.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The IDHR recommended the ISP work with the Illinois Central Management Services (CMS) Diversity Coordinator to continue the training program to enhance the ISP's ability to address its affirmative action needs regarding female minimum compliance criteria.

If no recommendations have been provided how you have sought advice?

The ISP (EEO Office and Recruiting Section) is collaborating with the IDHR Liaison, CMS Diversity Enrichment Program, the ISP Merit Board, and the AAEP Advisory Commission and others to review, and where possible, to improve, the recruiting, hiring and retention of underutilized groups.

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

Yes

If yes please provide the name:

Sergeant Natasha Lawson

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

Sergeant Natasha Lawson is the Recruitment Section Manager and during FY13, the Recruitment Section attended 50 career fairs. She is also an active member of ABLE. Sergeant Lawson is

collaborating with the above-mentioned individuals and groups and coordinates the activities of 135 Field Recruiters.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Underutilization at the beginning of FY13 was 84 Females, 55 African Americans, 11 Hispanics, 15 Asians and 6 American Indians. For minorities during the year, there were 55 opportunities and 12 or 22% (11 African Americans and 1 Hispanic) addressed these goals.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

During FY13, 105 new employees hired; 13 were African Americans. There were 222 separations (retirements, transfer to another agency, deceased, separations, etc.); 18 were African Americans.

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

- X Other: Lack of funding and reductions in personnel impacts recruitment efforts. The ISP is collaborating with the CMS Diversity Enrichment Coordinator, IDHR Liaison, the ISP Merit Board, the AAEP Advisory Commission and others to identify more effective recruiting strategies.
-

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Innovative recruiting strategies will be identified and implemented during the next year. The ISP had ongoing recruitment efforts which consistently strive to attract and hire all qualified minority candidates. The ISP has also partnered with ABLE to identify effective community outreach strategies.

2014 State African American Employment Plan Survey

Agency: State Police Merit Board

Submitted: 12/10/2013 1:56:00 PM

Certification: I Agree

Individual Information: Eric Garvue, Information Systems Analyst I, 531 Sangamon Avenue East
Springfield IL 62702, (217)786-6242, egarvue@ispmeritboard.org

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

4

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

N/A

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

N/A

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

0

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

N/A

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

0

How many of those were African American?

0

How many employees were hired during FY 13?

0

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

N/A

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

N/A

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

N/A

If no recommendations have been provided how you have sought advice?

N/A

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

N/A

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

N/A

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

N/A

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: ePAR approval system

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Fix the ePAR approval system.

2014 State African American Employment Plan Survey

Agency: State Retirement Systems

Submitted: 12/23/2013 10:33:00 AM

Certification: I Agree

Individual Information: Kelley Gray, Human Resource Specialist, State Retirement Systems, 2101 S. Veterans Parkway, Springfield, IL 62704, 217-785-7017, Kelley.Gray@SRS.Illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

22	Officials and Managers
49	Professionals
10	Technicians
0	Protective Service Workers
8	Para-Professionals
13	Office and Clerical
1	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

104

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Agency staff responsible for hiring, interviewing, recruitment and EEO attend monthly staff meeting in which these topics are routinely discussed so that all responsible staff are aware of any updates and the importance of compliance

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

How many Rutan interviews were conducted during the FY 13?

34

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

0

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

SERS is aware of websites and organizations (Urban League, Illinois Associate of Minorities in Government, Rainbow PUSH Coalition, National Black Chamber of Commerce) to utilize when posting job vacancies, college and university recruitment, and the ability to post vacancies at the Department of Employment Security and Department of Labor.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

9

How many of those were African American?

0

How many employees were hired during FY 13?

16

How many of those were African American?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

None.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

These monitors are completed for each new hire/promotion and reviewed by the Human Resource Manager to ensure compliance.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

If no recommendations have been provided how you have sought advice?

SERS utilizes employment strategies listed above when given the opportunity.

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

No

If yes please provide the name:

N/A

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

No studies have been administered. SERS employs approximately 95-110 staff at any given time and the numbers are easily monitored by Human Resources.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

None

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: N/A

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

SERS will utilized the employment strategies listed above when given the opportunity

2014 State African American Employment Plan Survey

Agency: Transportation

Submitted: 12/20/2013 2:26:00 PM

Certification: I Agree

Individual Information: Erwin L. Acox, Jr., Chief, Office of the Secretary, Office of Diversity
Recruitment and Outreach, 2300 S. Dirksen Parkway, Suite 339A, 217-782-
2545, erwin.acox@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

97	Officials and Managers
197	Professionals
89	Technicians
0	Protective Service Workers
28	Para-Professionals
4	Office and Clerical
4	Skilled Craft Workers
176	Service-Maintenance

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

1,119	Officials and Managers
166	Professionals
1,908	Technicians
0	Protective Service Workers
627	Para-Professionals
1,486	Office and Clerical
60	Skilled Craft Workers
56	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

5,497

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

Yes, \$6,896,038

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

All hiring staff have been made aware of the importance of diversifying IDOT's Rutan interview panels. Continuing the partnership with the Illinois Tollway, for the first Diversity Symposium. The purpose is to reach out to diverse community organizations that are advocates for underutilized persons seeking employment. These organizations participated in a discussion with IDOT and the Tollway to determine the best way to connect with the clients they serve and to understand actual or perceived barriers to employment. This group will collaborate with IDOT and the Tollway on ways to address those barriers. IDOT's multi-year Strategic Plan indicates a high priority will be given to the recruitment of qualified, diverse employees. The Diversity Recruitment and Outreach Office was created to implement various methods in recruiting individuals from under-represented groups using various mechanisms. Although several job classifications will be recruited, special emphasis will be placed on increasing the diversity in the Civil Engineer Trainee, Engineer Technician, and Highway Maintainer applicant pools. Several members of the Diversity Recruitment and Outreach staff are RUTAN interview trained and some participating on interview panels.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

26

How many Rutan certified interviewers in your agency are African-American?

88

How many Rutan interviews were conducted during the FY 13?

418

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

136

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

Outreach programs have been developed to reach the underutilized population to increase the awareness of civil engineering as a career. a) Diversity in Engineering College Scholarship Program b) Engineering Academy for Elementary and High School students c) Chicago Public School District Annual Job Shadow Day, Career Day and Summer Internship Program The Office of Diversity Recruitment and Outreach attends college engineering and community career fairs as staffing permits In partnership with College of Lake County and Joliet Junior College launched a revised Engineer Technician training program. The revised program was developed with the assistance of IDOT engineers. This semester-long classroom and experiential educational opportunity is to help increase the qualified applicant pool for IDOT entry level Engineer Technicians. Created and launched a Minority Outreach website showing current diversity programs and providing opportunities to join the IDOT Professional and Academic

Network Alliance. The network provides updates of position postings, career fairs, and outreach efforts to a statewide database of interested individuals, community organizations, and elected officials. Individuals from multiple regions (statewide) represent business owners, NAACP, ministers, and other catalysts to reach underutilized populations with employment and training opportunities. Developed an external Recruitment Taskforce of community partners and stakeholders to review barriers in recruitment and hiring, perceived or actual that will bring suggested solutions to IDOT to help overcome those identified barriers. Informational sessions given routinely at local community colleges (i.e. Olive Harvey, Prairie State, etc.) to provide necessary information on application procedures for the Highway Maintainer permanent position and application information for the IDOT temporary Highway Maintainer "Snowbird" position. Partnerships through the above listed outreach efforts, committees, and projects with Illinois Department of Employment Security (IDES), Illinois Department of Veterans' Affairs (IDVA), Secretary of State (SOS), Central Management Services (CMS) and the Illinois Department of Commerce and Economic Opportunity (DECO).

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

325

How many of those were African American?

32

How many employees were hired during FY 13?

371

How many of those were African American?

64

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Equal opportunity to participate in career services programs is given to each employee. A. Training and Education Development Employees are encouraged to improve their technical competence by pursuing and successfully completing appropriate courses of study in addition to accomplishing their regular duties. Training and education development includes continuing education, leadership training and on-the-job development opportunities. Tuition Reimbursement Program. Quality training and education development services are intended to: • ensure employees continue to grow professionally, • provide for a knowledgeable, motivated and productive workforce, • improve employee skills, and • provide a pool of talented and qualified personnel to fill positions as needed. Details regarding the following training and education development programs can be obtained from the Bureau of Personnel Management: • Accelerated Leadership Proficiency Series (ALPS) • Executive Leadership Development Series (ELDS) • Growth and Training Education (GATE) • Professional Advancement of Career Engineers (PACE) • Special Training on Request (STOR) • Supervisor Training and Readiness Series (STARS) As training programs are developmental in nature, an employee's current job assignment and duties should be a primary consideration in granting approval. Unless otherwise noted in the annual department-wide training plan, supervisors are responsible for determining whether employee requested training is mandatory or voluntary.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Bureau of Civil Rights monitors this activity and enforces compliance

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

If no recommendations have been provided how you have sought advice?

IDOT has an office of Diversity Recruitment and Outreach that focuses on ways to attract and retain minority and women candidates.

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

Yes

If yes please provide the name:

Erwin L. Acox, Jr.

Is this person an Executive senior staff member?

Yes

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

Streamlined civil engineer trainee (CET) recruitment: 48 positions allocated, 42 filled between Feb and June 2013 - 63% minority. - Created CET informational webinar - Streamlined reporting to provide timely recruitment updates - Diversity in Engineering Scholarship trailer bill: testified before legislative committee - passed May 2013. Currently developing rules. - National Summer Transportation Institute - Illinois was 1 of 6 states awarded this program - Engineer Technician Training Program - Negotiated intergovernmental agreements with Joliet Junior - College and College of Lake County. Both programs are underway. - Transportation Construction Apprenticeship Readiness Training Program (TCART) - Contract awarded to Chicago Urban League in July 2013. Managed the implementation, and continue to administer for the Department. - Created and posted the first full time positions solely dedicated to DRO.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Don't fully understand this question

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

New Hires FY'12: 73 -Total African American Employees (FTP) New Hires FY'13: 64 -Total African American Employees (FTP)

Have you identified any barriers to achieving your goals? If so, please list:

- X Skills and work history
- Attitudes and behaviors
- Health, wellness, disability
- X Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

IDOT has an Office of Diversity Recruitment and Outreach that works directly with the Secretary of Transportation and Bureau of Personnel Management to continue efforts that help increase the number of African American employees employed by the agency.

2014 State African American Employment Plan Survey

Agency: Veterans Affairs

Submitted: 12/19/2013 10:01:00 AM

Certification: I Agree

Individual Information: Miguel Calderon, Human Resources Manager, 833 S. Spring, Springfield IL 62704, 217-782-5765, miguel.calderon@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

57	Officials and Managers
263	Professionals
194	Technicians
21	Protective Service Workers
461	Para-Professionals
47	Office and Clerical
24	Skilled Craft Workers
211	Service-Maintenance

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,278

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

N/A

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Departments EEO Officer is responsible for ensuring that all administrative staff are complying with the legislative mandates.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

5

How many Rutan certified interviewers in your agency are African-American?

5

How many Rutan interviews were conducted during the FY 13?

135

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

5

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

The EEO Officer for the Department has partnered with various minority organizations to raise awareness of employment opportunities and the benefits of working with this Department.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

134

How many of those were African American?

21

How many employees were hired during FY 13?

138

How many of those were African American?

18

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Upward Mobility -AFSCME-represented employees and in some cases non-represented employees may be eligible to receive career advancement services through the Upward Mobility

Program administered by the Department of Central Management Services and AFSCME Council 31. For more information, contact the Human Resources liaison at the respective work site.

Tuition Reimbursement - An employee may be eligible for tuition reimbursement to further career and professional development through the Tuition Reimbursement Program. The Tuition Reimbursement Program is administered as a mechanism through which mutual advantages are gained by both the employee and the State. Tuition reimbursement is not an unconditional or unilateral employee right or benefit. For more information, contact the Human Resources liaison at the respective worksite.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The EEO Officer reviews all Promotional and Hiring Monitors to ensure the Department is complying with the requirements.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

N/A

If no recommendations have been provided how you have sought advice?

The Department continues to find ways to improve the diversity of its workforce with partnerships with various minority organizations and CMS.

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

Yes

If yes please provide the name:

Fee Habtes, EEO Officer

Is this person an Executive senior staff member?

Yes

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

The EEO Officer has attended various employment fairs and has reached out to several organizations to raise awareness of the Departments Employment opportunities and benefits. The EEO Officer is currently in the process of developing a minority recruitment plan.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

At the end of fiscal year 2013 the Department employed 175 African Americans. That translates to 14% of its workforce.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

The Department Employed 173 African Americans at the end of FY 12, so we saw a slight increase in FY 13, a 1.16% increase.

Have you identified any barriers to achieving your goals? If so, please list:

- X Skills and work history
- Attitudes and behaviors

Health, wellness, disability
Job search knowledge and skills
Transportation and job location
Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Working with Colleges and Universities to identify potential candidates. The EEO Officer intends to incorporate this into the recruitment plan.

2014 State African American Employment Plan Survey

Agency: Workers Compensation Commission

Submitted: 1/8/2014 2:01:00 PM

Certification: I Agree

Individual Information: Shaniece Bradford, Student Intern, 315 W. 42nd st, 312-814-0702,
shaniece.bradford@illinois.gov

As of June 30, 2013, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2013, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2013, provide total number of agency employees on board; include full-time, part-time and LOA's:

159

As of June 30, 2013, provide the underutilization for African Americans by category:

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

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 13 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

None

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

9

How many Rutan certified interviewers in your agency are African-American?

5

How many Rutan interviews were conducted during the FY 13?

2

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

2

List all agency activities undertaken in implementing the State African American Employment Plan including employment strategies (recruitment, internships, community linkages)

None

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 13:

4

How many of those were African American?

3

How many employees were hired during FY 13?

4

How many of those were African American?

1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increasing number of supervisors and managers to meet the needs of your African American public and your African American employees. Please include information on African Americans receiving tuition reimbursement.

Upward Mobility program is advertised and available to all employees for their use. Also the Agency provides tuition reimbursement to employees who take classes. As of right now we have one African American Employee who has taken advantage tuition reimbursement.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

none

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

If no recommendations have been provided how you have sought advice?

None

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

Yes

If yes please provide the name:

Alma Maxey, EEO officer

Is this person an Executive senior staff member?

No

Please describe the duties and activities the liaison has performed in relation to recruitment, staffing recommendations, agency policy making and their involvement in the African American community.

No duties or activities reported.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Our agency is currently well staffed with a combination of officials/administrators, professionals, technicians, para-professionals, Office/Clerical and service/maintenance African American employees' during the Fiscal Year 13. We meet all qualifications for African American hires.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details (Note: Please explain reasons for any decreases).

No

Have you identified any barriers to achieving your goals? If so, please list:

Skills and work history

Attitudes and behaviors

Health, wellness, disability

X Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

None

Appendix 4

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department on Aging

Director: John K. Holton, Ph.D.

EEO/AA Officer: Sara Han

Agency Workforce: 144

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

Agency at parity for all affirmative action groups.

FINDINGS

Agency in compliance	<input checked="" type="checkbox"/>	Agency in non-compliance	<input type="checkbox"/>
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RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Agriculture

Director: Robert F. Flider

EEO/AA Officer: Brent Eggleston

Agency Workforce: 357

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 41 Females, 5 African Americans and 1 Asian. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 African American) addressed these goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 41 Females, 4 African Americans and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For females, there was 1 opportunity that addressed this goal.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 40 Females, 4 African Americans and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For females, there was 1 opportunity that did not address this goal.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 40 Females, 4 African Americans and 1 Asian. For minorities, during the quarter, there were 3 opportunities and 1 or 33% (1 African American) addressed these goals. For females, there were no opportunities to address this goal

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 41 Females, 5 African Americans and 1 Asian. For minorities, during the year, there were 5 opportunities and 2 or 40% (2 African Americans) addressed these goals. For females, there were 2 opportunities and 1 or 50% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Arts Council

Executive Director: Tatiana Gant

EEO/AA Officer: Romie Muñoz

Agency Workforce: 15

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

Agency at parity for all affirmative action groups.

FINDINGS

Agency in compliance	<input checked="" type="checkbox"/>	Agency in non-compliance	<input type="checkbox"/>
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RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Capital Development Board

Executive Director: Jim Underwood

EEO/AA Officer: Heather Humphrey

Agency Workforce: 130

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 14 Females and 2 African Americans. For minorities, there were no opportunities to address this goal. For females, of the 5 opportunities and 3 or 60% addressed this goal. The agency is at parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 11 Females and 2 African Americans. For minorities, there were no opportunities to address this goal. For females, there were no opportunities to address this goal.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 11 Females and 2 African Americans. For minorities, there were no opportunities to address this goal. For females, there were 5 opportunities and 2 or 40% addressed this goal.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13 agency underutilization was 9 Females and 2 African Americans. For minorities there were no opportunities to address this goal. For females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 14 Females and 2 African Americans. For minorities, during the year there were no opportunities to address this goal. For females, there were 10 opportunities and 5 or 50% addressed this goal. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*No opportunities to address the minority goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Central Management Services

Acting Director: Simone McNeil

EEO/AA Officer: Fred Stewart

Agency Workforce: 1,485

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females		X	
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 67 Females, 9 African Americans, and 21 Hispanics. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 African American) addressed these goals. For females, there were 5 opportunities and 2 or 40% addressed these goals. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 65 Females, 8 African Americans, and 21 Hispanics. For minorities, during this quarter, there were three opportunities to address these goals, that did not address these goals. For females, there were 10 opportunities and 1 or 10% addressed this goal.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 64 Females, 8 African Americans, and 21 Hispanics. For minorities, during this quarter, there were 3 opportunities and 1 or 33% (1 Hispanic) addressed these goals. For females, there were 3 opportunities and 1 or 33% addressed this goal.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 63 Females, 8 African Americans, and 20 Hispanics. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 11 opportunities and 3 or 27% addressed this goal. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 67 Females, 9 African Americans, and 21 Hispanics. For minorities, during the year, there were 7 opportunities and 2 or 29% (1 African American and 1 Hispanic) addressed these goals. For females, there were 29 opportunities and 7 or 24% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

This agency is at parity for people with disabilities. During FY13, the agency's performance for minority goal compliance was 25%, which exceeds the Department of Human Right's standard of 21%. The agency's performance for female goal compliance was 24%, which is significantly lower than DHR's standard of 37%, however, an exception will be granted in regards to compliance, because many of the agency's opportunities to hire involved job categories where labor force availability of females is low.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Children and Family Services

Director: Richard Calica

EEO/AA Officer: Shelia Riley

Agency Workforce: 2,701

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 7 Females, 2 African Americans, 1 Hispanic and 47 Asians . For minorities, during this quarter, there were 8 opportunities and 2 or 25% (1 African American and 1 Asian) addressed these goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 7 Females, 1 African American, 1 Hispanic and 46 Asians. For minorities, during this quarter, there were 5 opportunities that did not address these goals. For females, there were no opportunities to address this goal.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 7 Females, 1 African American, 1 Hispanic and 46 Asians. For minorities, during this quarter, there were 5 opportunities and 2 or 40% (1 African American and 1 Asian) addressed these goals. Achieved parity for African Americans. For females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 7 Females, 1 Hispanic and 45 Asians. For minorities, during this quarter, there were 8 opportunities and 1 or 13% (1 Asian) addressed these goals. For females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY13 was 7 Females, 2 African Americans, 1 Hispanic and 47 Asians. For minorities, during the year, there were 36 opportunities and 8 or 22% (2 African Americans and 6 Asians) addressed these goals. For Females, during the year, there were no opportunities to address underutilization. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the female goals. Agency achieved parity for African Americans.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Civil Service Commission

Executive Director: Daniel Stralka

EEO/AA Officer: Andrew Barris

Agency Workforce: 4

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Commerce and Economic Opportunity

Director: Adam Pollet

EEO/AA Officer: Victoria Dawn Benn

Agency Workforce: 368

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER THROUGH THIRD QUARTER (7/1/12 THROUGH 3/31/13)

Agency underutilization at the beginning of FY13 was 2 Hispanics and 3 Asians. For minorities, during this quarters, there were no opportunities to address these goals. This agency is at parity for people with disabilities.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 2 Hispanics and 3 Asians. For minorities, during this quarter, there were two opportunities that did not address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 2 Hispanics and 3 Asians. For minorities, during the year, there were 2 opportunities, that did not address these goals. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐**RECOMMENDATIONS/COMMENTS**

*The agency had too few opportunities to address the minority goals to consider for affirmative action evaluation.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Commerce Commission

Acting Executive Director: Jonathan Feipel

EEO/AA Officer: Leigh Ann Myers

Agency Workforce: 241

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 16 Females, 1 African American, and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For females, there was 1 opportunity that did not address this goal. This agency is at parity for people with disabilities.

SECOND THROUGH THIRD QUARTERS (10/1/12 THROUGH 3/31/13)

As of 10/1/12, agency underutilization was 16 Females, 1 African American, and 1 Asian. During these quarters, there were no opportunities to address minority or female goals.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 16 Females, 1 African American, and 1 Asian. For minorities, during this quarter, there were 3 opportunities that did no address this goal. For females, there was 1 opportunity, 1 or 100% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 16 Females, 1 African American, and 1 Asian. For minorities, during the year, there were 4 opportunities that did not address these goals. For females, there were 4 opportunities, 1 or 25% addressed this goal. This agency is at parity for people with disabilities.

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Corrections

Director: Salvador Godinez

EEO/AA Officer: Vickie Fair

Agency Workforce: 11,232

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 692 Females, 37 African Americans, 20 Hispanics, 20 Asians and 6 American Indians. For minorities, during this quarter, there were 5 opportunities that did not address these goals. For females, there were 107 opportunities and 41 or 38% addressed this goal. This agency is underutilized by 158 people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 651 Females, 37 African Americans, 20 Hispanics, 20 Asians and 6 American Indians. For minorities, during this quarter, there were 10 opportunities and 1 or 7% (1 African American) addressed these goals. For females, there were 71 opportunities and 13 or 18% addressed this goal. This agency is underutilized by 158 people with disabilities.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 638 Females, 36 African Americans, 20 Hispanics, 20 Asians and 6 American Indians. For minorities, during this quarter, there were 5 opportunities and 1 or 11% (1 African American) addressed these goals. For females, there were 107 opportunities and 33 or 31% addressed this goal. This agency is underutilized by 158 people with disabilities.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 605 Females, 35 African Americans, 20 Hispanics, 20 Asians and 6 American Indians. For minorities, during this quarter, there were 11 opportunities and 3 or 19% (2 African Americans and 1 Hispanic) addressed these goals. For females, there were 77 opportunities and 28 or 36% addressed this goal. This agency is underutilized by 157 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 692 Females, 37 African Americans, 20 Hispanics, 20 Asians and 6 American Indians. For minorities, during the year, there were 31 opportunities and 5 or 16% (4 African Americans and 1 Hispanic) addressed these goals. For females, there were 362 opportunities and 115 or 32% addressed this goal. This agency is underutilized by 157 people with disabilities.

FINDINGS

Agency in compliance ☒

Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

*The agency did not meet the minimum compliance criteria for females due to the fact that there are few females in the applicant pool. Furthermore, when reviewing the female and male hiring data both are hired at a comparable rate. For minorities, that agency had few opportunities through out the state to adequately address the minority goals. The agency continues to make a good faith effort by recruiting females and minorities by participating in job fairs and contact with professional organizations.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Council on Developmental Disabilities

Executive Director: Sheila Romano

EEO/AA Officer: Janinna Hendricks

Agency Workforce: 9

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Criminal Justice Information Authority

Executive Director: Jack Cutrone

Interim EEO/AA Officer: Lisa Stephens

Agency Workforce: 77

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance	<input checked="" type="checkbox"/>	Agency in non-compliance	<input type="checkbox"/>
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RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Deaf and Hard of Hearing Commission

Director: John Miller

EEO/AA Officer: Tonia Bogener

Agency Workforce: 7

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Educational Labor Relations Board

Chairman: Lynne Sered

EEO/AA Officer: Eileen Brennan

Agency Workforce: 10

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance	<input checked="" type="checkbox"/>	Agency in non-compliance	<input type="checkbox"/>
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RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Emergency Management Agency

Director: Jonathan E. Monken

EEO/AA Officer: Kevin Moore

Agency Workforce: 214

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 11 Females. For females, there was 1 opportunity that did not address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER THROUGH THIRD QUARTER ((10/1/12 THROUGH 3/31/13)

As of 10/1/12, agency underutilization was 11 Females. For females, there were no opportunities to address these goals during these quarters.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 11 Females. For females, there were three opportunities to address these goals, 1 or 33% addressed these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY13 was 11 Females. For females, there were 4 opportunities and 1 or 25% addressed these goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐**RECOMMENDATIONS/COMMENTS**

*There were too few opportunities to address the female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Employment Security

Director: Jay R. Rowell

Interim EEO/AA Officer: Caroline Alamillo

Agency Workforce: 1,269

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 11 Females, 1 Hispanic and 11 Asians. For minorities, during this quarter, there were 6 opportunities and 3 or 50% (3 Asians) addressed these goals. For females, there was 1 opportunity and 1 or 100% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 10 Females, 1 Hispanic and 8 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were no opportunities to address this goal.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 4/1/13, agency underutilization was 10 Females, 1 Hispanic and 8 Asians. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 Asian) address these goals. For females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 10 Females, 1 Hispanic and 7 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY13 was 11 Females, 1 Hispanic and 11 Asians. For minorities, during the year, there were 7 opportunities and 4 or 57% (4 Asians) addressed these goals. For females, there was 1 opportunity and 1 or 100% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Environmental Protection Agency

Director: Lisa Bonnett

EEO/AA Officer: Jill Johnson

Agency Workforce: 812

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 93 Females, 3 African Americans and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 4 opportunities and 3 or 75% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 90 Females, 3 African Americans and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 2 opportunities and 1 or 50% addressed this goal.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 89 Females, 3 African Americans and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 2 opportunities and 2 or 100% addressed this goal.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 87 Females, 3 African Americans and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 3 opportunities and 3 or 100% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginng of FY13 was 93 Females, 3 African Americans and 1 Asian. For minorities, during the year, there were no opporutnities to address these goals. For females, there were 11 opportunities and 9 or 82% addressed this goal. This agency is at aprity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Financial and Professional Regulation

Acting Secretary: Manuel Flores

EEO/AA Officer: Vivian Toliver

Agency Workforce: 431

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 2 Females, 1 African American and 8 Asians. For minorities, during this quarter, there were 3 opportunities that did not address these goals. For females, there was 1 opportunity and 1 or 100% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 1 Female, 1 African American and 8 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were no opportunities to address this goal.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 1 Female, 1 African American and 8 Asians. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 African American) address these goals. For females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 1 Female and 8 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 2 Females, 1 African American and 8 Asians. For minorities, during the year, there were 6 opportunities and 1 or 17% (1 African American) addressed these goals. For females, there was 1 opportunity and 1 or 100% addressed this goal. This agency at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Office of the State Fire Marshal

Fire Marshal: Lawrence T. Matkaitis

EEO/AA Officer: Jodi Schrage

Agency Workforce: 127

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH SECOND QUARTERS (7/1/12 THROUGH 12/31/12)

Agency underutilization at the beginning of FY13 was 3 Females, 3 African Americans and 2 Hispanics. For minorities, during these quarters, there were no opportunities to address these goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 3 Females, 3 African Americans and 2 Hispanics. For minorities, during this quarter, there were two opportunities that did not address these goals. For females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 3 Females, 3 African Americans and 2 Hispanics. For minorities, during this quarter, there were two opportunities that did not address these goals. For females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 3 Females, 3 African Americans and 2 Hispanics. For minorities, during the year, there were four opportunities that did not address these goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance ☒

Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goals and no opportunities to address the female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Gaming Board

Administrator: Mark Ostrowski

EEO/AA Officer: Karen Weathers

Agency Workforce: 158

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 8 Females, 1 Hispanic, and 1 Asian. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For females, there were no opportunities to address this goal. This agency is underutilized by 3 people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 8 Females, 1 Hispanic, and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were three opportunities to address these goals, 2 or 67% addressed these goals. This agency is underutilized by 3 people with disabilities.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 6 Females, 1 Hispanic, and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were no opportunities to address this goal. This agency is underutilized by 2 people with disabilities.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 5 Females, 1 Hispanic, and 1 Asian. For minorities, during this quarter, there were 10 opportunities that did not address these goals. For females during this quarter, there were 13 opportunities, 3 or 23% addressed these goals. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was , 8 Females, 1 Hispanic, and 1 Asian. For minorities, during the year, there were 12 opportunities that did not address these goals. For females, there were 16 opportunities, 5 or 31% addressed these goals. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☐

Agency in non-compliance

☒

RECOMMENDATIONS/COMMENTS

The agency is commended for hiring from the Successful Disability Opportunities list and achieving parity for people with disabilities. For females, the agency's performance, 31%, was close to the Department of Human Rights' standard of 37%. For minorities, there was no progress towards established goals, and the agency did not document a good faith effort in regards to recruitment of minorities. The agency will be referred to the Department of Central Management Services to establish training to address such goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Guardianship and Advocacy Commission

Director: Dr. Mary L. Milano

EEO/AA Officer: Tedd Ward

Agency Workforce: 103

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/12 THROUGH 6/30/13)

Agency underutilization for the beginning of FY13 was 1 Asian. For minorities, there were no opportunities to address this goal. This agency is at parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

*No opportunities to address the minority goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Healthcare and Family Services

Director: Julie Hamos

EEO/AA Officer: Derrick Davis

Agency Workforce: 2,109

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 4 Females, 7 African Americans, 7 Hispanics and 2 Asians. For minorities, during this quarter, there were 4 opportunities and 1 or 25% (1 African American) addressed these goals. For Females, there were 4 opportunities and 4 or 100% addressed this goal. Agency achieved parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 6 African Americans, 7 Hispanics and 2 Asians. For minorities, during this quarter, there were 4 opportunities and 2 or 50% (2 Hispanics) addressed these goals.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 6 African Americans, 5 Hispanics and 2 Asians. For minorities, during this quarter, there were 5 opportunities and 1 or 20% (1 African American) addressed these goals.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 5 African Americans, 5 Hispanics and 2 Asians. For minorities, during this quarter, there were 3 opportunities and 2 or 33% (2 African Americans) addressed these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 4 Females, 7 African Americans, 7 Hispanics and 2 Asians. During the year, there were 16 opportunities and 6 or 38% (4 African Americans and 4 Hispanics) addressed these goals. This agency achieved parity for females. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

During the year, agency achieved parity for females.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Historic Preservation Agency

Director: Amy Martin

EEO/AA Officer: Dawn DeFraties

Agency Workforce: 170

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/12 THROUGH 6/30/13)

Agency underutilization at the beginning of FY13 was 1 Female. For females, there were no opportunities to address this goal this year. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance	<input checked="" type="checkbox"/>	Agency in non-compliance	<input type="checkbox"/>
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RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Human Rights Commission

Executive Director: N. Keith Chambers

EEO/AA Officer: Dr. Ewa I. Ewa

Agency Workforce: 20

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance	<input checked="" type="checkbox"/>	Agency in non-compliance	<input type="checkbox"/>
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RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Human Rights

Director: Rocco J. Claps

EEO/AA Officer: Michelle Dirksen

Agency Workforce: 140

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 2 Asians. During this quarter, there was one opportunity that did not address the minority goal. This agency is at parity for females. This agency is at parity for people with disabilities.

SECOND THROUGH FOURTH QUARTERS (10/1/12 THROUGH 6/30/13)

Agency underutilization at the beginning of FY13 was 2 Asians. During these quarters, there were no opportunities to address the minority goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 2 Asians. During the year, there was one opportunity that did not address the minority goal. The agency is at parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐**RECOMMENDATIONS/COMMENTS**

*There was only one opportunity to address the minority goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Human Services

Secretary: Michelle R. B. Saddler

EEO/AA Officer: Anna D'Ascenzo

Agency Workforce: 12,874

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 60 Females, 17 African Americans, 65 Hispanics, and 43 Asians. For minorities, during this quarter, there were 22 opportunities and 5 or 23% (1 African American and 4 Hispanics) addressed these goals. For females, there were 3 opportunities and 2 or 67% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 58 Females, 16 African Americans, 61 Hispanics, and 43 Asians. For minorities, during this quarter, there were 27 opportunities and 2 or 7% (1 Asian and 1 Hispanic) addressed these goals. For females, there were 4 opportunities to address this goal and 2 or 50% addressed this goal.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 56 Females, 16 African Americans, 60 Hispanics, and 42 Asians. For minorities, during this quarter, there were 33 opportunities and 3 or 9% (2 Hispanics and 1 Asian) addressed these goals. For females, there were 14 opportunities and 5 or 36% addressed this goal.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 51 Females, 16 African Americans, 58 Hispanics, and 41 Asians. For minorities, during this quarter, there were 47 opportunities and 10 or 21% (2 African Americans and 8 Hispanics) addressed these goals. For females, there were 11 opportunities and 8 or 73% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 60 women, 17 African Americans, 65 Hispanics, and 43 Asians. For minorities, during the year, there were 129 opportunities and 20 or 16% (15 Hispanics, 3 African Americans, and 2 Asians) addressed these goals. For females, there was 32 opportunities, and 17 or 53% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

This agency was at parity for people with disabilities at the beginning of the year and continued to hire during the year through the Successful Disability Opportunities program, which is to be commended. There were 32 opportunities to address the female goals, and 17 or 53%, addressed these goals, which exceeds the Department of Human Rights' standard of 37% for female goal performance. The agency failed to meet the Department of Human Rights' standard for minority goals of 21%, however, documentation was made of efforts to recruit minorities, and in some cases the availability of qualified candidates was low. A compliance exception is granted.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Insurance

Director: Andrew Boron

EEO/AA Officer: Ryan Gillespie

Agency Workforce: 244

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 1 Female. For minorities, the agency is at parity. For females, there was 1 opportunity and 1 or 100% addressed this goal. Agency achieved parity for females. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

The agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: State Board of Investment

Executive Director: William R. Atwood

EEO/AA Officer: Alise White

Agency Workforce: 10

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Juvenile Justice

Director: Arthur Bishop

Interim EEO/AA Officer: Vickie Fair

Agency Workforce: 993

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 154 Females, 2 African Americans, 4 Hispanics and 30 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 154 Females, 2 African Americans, 4 Hispanics and 30 Asians. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For females, there was 1 opportunity and 1 or 100% addressed this goal.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 153 Females, 2 African Americans, 4 Hispanics and 30 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 153 Females, 2 African Americans, 4 Hispanics and 30 Asians. For minorities, during this quarter, there were 6 opportunities and 1 or 17% (1 Asian) addressed these goals. For females, there were 26 opportunities and 12 or 46% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 154 Females, 2 African Americans, 4 Hispanics and 30 Asians. For minorities, during the year, there were 7 opportunities and 1 or 14% (1 Asian) addressed these goals. For females, there were 27 opportunities and 13 or 48% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Labor

Director: Joseph Costigan

EEO/AA Officer: Salvatore Calace

Agency Workforce: 85

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER THROUGH FOURTH QUARTERS (7/1/12 THROUGH 6/30/13)

Agency underutilization at the beginning of FY13 was 3 African Americans. For minorities, during these quarters, there were no opportunities to address this goal. This agency is at parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Labor Relations Board

Executive Director: Melissa Mlynski

EEO/AA Officer: Carla Stone

Agency Workforce: 23

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Law Enforcement Training and Standards Board

Executive Director: Kevin McClain

EEO/AA Officer: Larry Smith

Agency Workforce: 15

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Lottery

Superintendent: Michael J. Jones

EEO/AA Officer: Lydia S. Mills

Agency Workforce: 148

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH SECOND QUARTERS (7/1/12 THROUGH 12/31/12)

Agency underutilization at the beginning of FY13 was 2 Females and 1 Asian. For minorities during this quarters, there were no opportunities to hire/promote in the underutilized categories. For females during this quarter, there were no opportunities to hire/promote in the underutilized category. This agency is at parity for people with disabilities.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

For minorities during this quarter there were no opportunities to hire/promote in the underutilized categories. For females during this quarter there was one opportunity to hire/promote in the underutilized category, 1 female or 100% addressed this goal.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

For minorities during this quarter there were no opportunities to hire/promote in the underutilized categories. For females during this quarter there was one opportunity to hire/promote in the underutilized category, 1 female or 100% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 2 Females, and 1 Asian. For minorities, during the year, there were no opportunities to address these goals. For females, there were 2 opportunities and 2 or 100% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address minority goals this year.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Medical District Commission

Executive Director: Warren Ribley

EEO/AA Officer: Kesner Bienvenu

Agency Workforce: 13

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Military Affairs

Brigadier General: Daniel M. Krumrei

EEO/AA Officer: Ruth Moenck

Agency Workforce: 222

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/31/12)

Agency underutilization at the beginning of FY13 was 27 Females, 1 African American, and 1 Hispanic. For minorities, there were no opportunities to address this goal. For females, there was one opportunity that did not address these goals. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

Agency underutilization as of 10/1/12 was 27 Females, 1 African American, and 1 Hispanic. For minorities, there were no opportunities to address this goal. For females, there was one opportunity and 1 or 100% that addressed these goals.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 10/1/12, agency underutilization was 26 Females, 1 African American, and 1 Hispanic. For minorities, during this quarter, there were no opportunities to address this goal. For females, there was one opportunity and 1 or 100% that addressed these goals.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 25 Females, 1 African American, and 1 Hispanic. For minorities, during this quarter, there was one opportunity to address this goal, 1 African American or 100% addressed this goal. For females, there were two opportunities and 2 or 100% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 27 Females, 1 African American, and 1 Hispanic. For minorities, during the year, there was one opportunity to address this goal, 1 African American or 100% addressed this goal. For females, there were five opportunities, 4 or 80%, addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Natural Resources

Director: Marc Miller

EEO/AA Officer: Gloria Williams

Agency Workforce: 1,047

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:		X	
a. Minorities		X	
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 116 Females, 24 African Americans, 11 Hispanics, and 2 Asians. For minorities, during this quarter, there was 1 opportunity, 1 African American or 100% addressed these goals. For females, there were no opportunities. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 116 Females, 23 African Americans, 11 Hispanics, and 2 Asians. For minorities, during this quarter, there were 8 opportunities to address these goals, 2 African Americans or 25% addressed these goals. For females, there were 8 opportunities to address these goals, 3 or 38% addressed these goals.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 113 Females, 21 African Americans, 11 Hispanics, and 2 Asians. For minorities, during this quarter, there were 7 opportunities that did not address these goals. For females, there were 8 opportunities and 1 or 13% addressed this goal.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 112 Females, 21 African Americans, 11 Hispanics, and 2 Asians. For minorities, during this quarter, there were 10 opportunities that did not address these goals. For females, there were 14 opportunities that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 116 Females, 24 African Americans, 11 Hispanics, and 2 Asians. For minorities, during the year, there were 26 opportunities, 3 or 12% (3 African Americans) addressed these goals. For females, there were 30 opportunities and 4 or 13% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☐

Agency in non-compliance

☒

RECOMMENDATIONS/COMMENTS

This agency used the Successful Disability Opportunities program many times throughout the year and is commended for its hiring of people with disabilities. It should also be noted that the agency conducted outreach to attract minorities, and in some cases the availability of qualified individuals is low. The agency's performance in regards to hiring women was 13%, which is significantly below the Department of Human Rights' standard of 37%, and efforts to recruit female candidates was not documented. Its performance in regards to hiring minorities, 12%, is significantly below DHR's standard of 21%. The agency will be referred to the Department of Central Management Services for implementation of a training program to address underutilization.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: State Police

Director: Hiram Grau

Interim EEO/AA Officer: Lieutenant Robert Sgambelluri

Agency Workforce: 2,905

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females		X	
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER THROUGH SECOND QUARTER (7/1/12 THROUGH 12/31/12)

Agency underutilization at the beginning of FY13 was 84 Females, 55 African Americans, 11 Hispanics, 15 Asians, and 6 American Indians. For minorities, during these quarters, there were no opportunities to address these goals. For females, there were no opportunities to address this goal. This agency is underutilized by 3 people with disabilities.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 84 Females, 55 African Americans, 11 Hispanics, 15 Asians, and 6 American Indians. For minorities, during this quarter, there were 47 opportunities, 7 (7 African Americans) or 15% addressed these goals. For females, there was 52 opportunities and 6 or 12% addressed this goal. This agency is underutilized by 3 people with disabilities.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 78 Females, 48 African Americans, 11 Hispanics, 15 Asians, and 6 American Indians. For minorities, during this quarter, there were 8 opportunities to address these goals, 5 or 63% (4 African Americans and 1 Hispanic) addressed this goal. For females, there were no opportunities to address this goal. This agency is underutilized by 2 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 84 Females, 55 African Americans, 11 Hispanics, 15 Asians, and 6 American Indians. For minorities, during the year, there were 55 opportunities and 12 or 22% (11 African Americans and 1 Hispanic) addressed these goals. For females, there were 52 opportunities and 6 or 12% addressed this goal. This agency is underutilized by 2 people with disabilities.

FINDINGS

Agency in compliance

☐

Agency in non-compliance

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RECOMMENDATIONS/COMMENTS

The agency is commended for doing considerable outreach and recruitment in regards to minority candidates. The Department of Human Rights' standard for minority affirmative action performance was reached. Further, the agency used the Successful Disability Opportunities program list and addressed its disability goals. This agency failed to meet the DHR standard of 37% for female goals, in that it addressed such goals only 12% of the time. The agency should target recruitment efforts to organizations that can refer qualified female candidates. ISP will be referred to the Department of Central Management Services for assistance in providing training to meet the affirmative action goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: State Police Merit Board

Executive Director: Ronald P. Cooley

EEO/AA Officer: Melinda G. Gutierrez

Agency Workforce: 4

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Pollution Control Board

Executive Director: Thomas Johnson

EEO/AA Officer: Kathryn L. Griffin

Agency Workforce: 24

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Prisoner Review Board

Chairman: Adam Monreal

EEO/AA Officer: Nichole Damhoff

Agency Workforce: 17

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Property Tax Appeal Board

Executive Director: Louis Apostol

EEO/AA Officer: Becky Hesse

Agency Workforce: 26

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

The agency is underutilized by one person with a disability.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Public Health

Director: LaMar Hasbrouck, M.D., M.P.H.

EEO/AA Officer: Robin Tucker-Smith

Agency Workforce: 1,076

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 1 African American and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did not address these goals. The agency is at parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 1 African American and 1 Asian. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 African American) addressed these goals.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 1 Asian. For minorities, during this quarter, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 1 Asian. For minorities, during this quarter, there were 2 opportunities that did not address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 1 African American and 1 Asian. For minorities, during the year, there were 4 opportunities and 1 or 25% (1 African American) addressed these goals. The agency is at parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

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Agency in non-compliance

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RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goal. The agency is at parity for females.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Racing Board

Executive Director: Marc Laino

EEO/AA Officer: Kathy Laurent

Agency Workforce: 54

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/12 THROUGH 6/30/13)

Agency underutilization at the beginning of FY13 was 1 Female. For females, there were no opportunities during these quarters. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance ☒ Agency in non-compliance ☐

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address this goal.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: State Retirement Systems

Executive Secretary: Timothy B. Blair

EEO/AA Officer: Denise Connelly

Agency Workforce: 104

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of the year was 1 African American. There was one opportunity that did not address this goal this quarter. The agency is at parity for females and people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12 agency underutilization was 1 African American. There was one opportunity that did not address this goal this quarter.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13 underutilization was 1 African American. During the quarter there were no opportunities to address this goal.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13 underutilization was 1 African American. During the quarter there were 4 opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 1 African American. For minorities, during the year, there were 6 opportunities that did not address this goal. This agency is at parity for females and people with disabilities.

FINDINGS

Agency in compliance

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Agency in non-compliance

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RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goal during the year.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Revenue

Director: Brian A. Hamer

EEO/AA Officer: Ruby Taylor

Agency Workforce: 1,660

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 1 African American and 1 Asians. For minorities, during this quarter, there were 2 opportunities and 2 or 100% (1 African American and 1 Asian) addressed these goals. Parity was achieved for minorities. The agency is at parity for females. The agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 1 African American, and 1 Asian. For minorities, during the year, there were 2 opportunities and 2 or 100% (1 African American and 1 Asian) addressed these goals. Parity was achieved for minorities. The agency is at parity for females. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Transportation

Secretary: Ann L. Schneider

EEO/AA Officer: Karen Ward

Agency Workforce: 5,389

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.		X	
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 840 Females, 45 African Americans, 108 Hispanics, 27 Asians, and 2 American Indians. For minorities, during this quarter, there were 5 opportunities that did not address these goals. For females, there were 36 opportunities and 16 or 36% addressed this goal. This agency is underutilized by 128 people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 824 Females, 45 African Americans, 108 Hispanics, 27 Asians, and 2 American Indians. For minorities, during this quarter, there were 3 opportunities and 2 or 67% (1 African American and 1 Hispanic) addressed these goals. For females, there were 17 opportunities and 8 or 47% addressed this goal. This agency is underutilized by 125 people with disabilities.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, agency underutilization was 816 Females, 44 African Americans, 107 Hispanics, 27 Asians, and 2 American Indians. For minorities, during this quarter, there were 5 opportunities and 4 or 80% (2 African Americans and 2 Hispanics) addressed these goals. For females, there were 15 opportunities and 9 or 60% addressed this goal. This agency is underutilized by 85 people with disabilities.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, agency underutilization was 807 Females, 42 African Americans, 105 Hispanics, 27 Asians, and 2 American Indians. For minorities, during this quarter, there were 2 opportunities and 1 or 50% (1 African American) addressed these goals. For females, there were 43 opportunities and 19 or 44% addressed this goal. This agency is underutilized by 85 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY13 was 840 Females, 45 African Americans, 108 Hispanics, 27 Asians, and 2 American Indians. For minorities, during the year, there were 15 opportunities and 7 or 47% (4 African Americans, 3 Hispanics) addressed these goals. For females, there were 112 opportunities and 52 or 46% addressed this goal. This agency is underutilized by 85 people with disabilities.

FINDINGS

Agency in compliance

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Agency in non-compliance

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RECOMMENDATIONS/COMMENTS

The agency failed to submit its EEO/AA reports on a timely basis. The fourth quarter EEO/AA report was submitted seven weeks late. The Department of Human Rights was required to issue a Late Notice and a Notice to Show Cause before the report was submitted. In FY14, the reports must be submitted on time.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Veterans' Affairs

Acting Director: Erica Borggren

EEO/AA Officer: Mary Keen

Agency Workforce: 1,298

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 6 Females, 13 African Americans, and 4 Hispanics. During this quarter, there were no opportunities to address the female goals. There were two opportunities that did not address minority goals. This agency is parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, underutilization was 6 Females, 13 African Americans, and 4 Hispanics. During this quarter, there were no opportunities to address the female goals. For minorities during this quarter there were 4 opportunities that did not address these goals.

THIRD QUARTER (1/1/13 THROUGH 3/31/13)

As of 1/1/13, underutilization was 6 Females, 13 African Americans, and 4 Hispanics. During this quarter, there were no opportunities to address the female goals. For minorities during this quarter there were 2 opportunities, which did not address these goals.

FOURTH QUARTER (4/1/13 THROUGH 6/30/13)

As of 4/1/13, underutilization was 6 Females, 13 African Americans, and 4 Hispanics. For minorities during this quarter there was 1 opportunity to hire/promote that did not meet these goals. For females during this quarter there were no opportunities to hire/promote in the underutilized category.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 6 Females, 13 African Americans, and 2 Hispanics. For females, there were no opportunities to address these goals. For minorities, there were 9 opportunities that did not address these goals. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

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Agency in non-compliance

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RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the female goals and too few opportunities to address the minority goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Workers' Compensation Commission

Chairman: Michael P. Latz

EEO/AA Officer: Alma Maxey

Agency Workforce: 159

Fiscal Year: 2013

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/12 THROUGH 9/30/12)

Agency underutilization at the beginning of FY13 was 3 Asians. During this quarter, there were no opportunities to address the minority goal. Agency is at parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/12 THROUGH 12/31/12)

As of 10/1/12, agency underutilization was 3 Asians. During this quarter, there were 2 opportunities that did not address the minority goal.

THIRD THROUGH FOURTH QUARTERS (1/1/13 THROUGH 6/30/13)

As of 1/1/13, agency underutilization was 3 Asians. During these quarters, there were no opportunities to address the minority goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY13 was 3 Asians. During the year, there weres two opportunities that did not address the minority goal. The agency is at parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☒

Agency in non-compliance

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RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goal.

