State of Illinois
Illinois Department of Central Management Services

STATE OF ILLINOIS
2015

African American Employment Plan

Respectfully submitted to the Illinois General Assembly
by Central Management Services

STATE OF ILLINOIS
OFFICE OF THE GOVERNOR
SPRINGFIELD, ILLINOIS 62706

Pat Quinn
GOVERNOR

January 12, 2015

Dear General Assembly Member,

African Americans comprise our state's second largest minority group, according to the 2010 U.S. Census data. Their contributions enrich our state's culture and economy and add to the vibrant fabric of our diverse citizenry.

I believe that sustained efforts are required to create a more inclusive and representative governmental workforce that will ensure Illinois remains a leader in diverse employment practices that can serve as an example for Illinois employers. The African American Employment Plan, a result of P.A. 096-1341, has been an important part of my administration's unwavering commitment to hiring a workforce that truly reflects the diversity throughout the Land of Lincoln.

Attached you will find the 2015 report of the State African American Employment Plan outlining the action steps of coded state agencies striving to sustain a state workforce that more accurately reflects the diversity of Illinois. The report will be submitted by the Illinois Department of Central Management Services to the General Assembly by February 1 as required by law.

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

Throughout my administration, we have faced daunting fiscal challenges but have remained committed to promoting a work environment that is inclusive of everyone and leaves no one left out. I am confident that the Illinois Department of Central Management Services' Diversity Enrichment Program will continue to partner with the African American Employment Plan Council to meet the goals and objectives outline in this year's plan.

Sincerely,

Pat Quinn

Pat Quinn
Governor

CMS

ILLINOIS Pat Quinn, Governor
DEPARTMENT OF CENTRAL MANAGEMENT SERVICES
Simone McNeil, Acting Director

January 12, 2015

Dear General Assembly Member:

Public Act 096-1341, enacted in July 2010, requires the Department of Central Management Services to prepare and submit to the General Assembly an annual African American Employment Plan reporting each agency's activities in implementing the plan. The legislation is part of the Governor's commitment to diversity in our workforce, including the recruitment, hiring, training, retention, and promotion of African American employees.

I submit the 2015 report for your review. Outlined in the body of this report you will find information on the status of the African American workforce of individual agencies, as well as their accomplishments in meeting the objectives of this important legislation. We invite your review of this report, as well as your comments and recommendations.

Of course, there are many benefits of having a diverse workforce, but perhaps the most significant is to enable State agencies to provide better services more efficiently to the public. As this report shows, much progress has been made during Governor Quinn's administration, and we look forward to witnessing continued efforts to increase the diversity of the State workforce.

Sincerely,

Simone McNeil
Acting Director

100 W. Randolph, Suite 4-500, Chicago, IL 60601-3274
Printed on Recycled Paper

Table of Contents

I. Executive Summary 2

II. Current Demographics. 4

III. 2014 African American Employment Plan Objectives Status Report 6

IV. Summary of Statewide African American Employment Plan Online Survey 8

A. AFAEP Survey 2014 Highlights 10

V. 2015 State African American Action Plan and Objectives 14

VI. Conclusion 22

I. 2014 Executive Summary

Senate Bill 3531, the State African American Employment Plan, was signed on July 27, 2010, becoming Public Act 096-1341. It mandates the Department of Central Management Services (CMS), in collaboration with the African American Employment Plan (AFAEP) Advisory Council, to submit to the General Assembly an annual report on African American Employment in the State of Illinois by February 1st of each year. This report represents data on African American employment throughout state government and outlines the AFAEP Advisory Council's activities for the reporting period of January 1, 2014 through December 31, 2014.

Since 2010, CMS has developed an annual plan to address the underutilization of African Americans in the State's workforce. This report provides the most recent statistical data on African American representation in State positions covered by the Personnel Code throughout Illinois. Data is presented from a Statewide and agency perspective, and is broken down by senior and mid-level supervisory and managerial positions.

The AFAEP is part of the Governor's commitment to diversity in the State's workforce, which includes the recruiting, hiring, training, retention and promotion of African American employees.

All agencies with Personnel Code-covered employees under the Governor's jurisdiction, in collaboration with the AFAEP Advisory Council and the Department of Human Rights, are charged with implementing the legislative intent of the State's AFAEP. CMS provides administrative support to the AFAEP Council and State agencies.

As an initial step towards meeting this objective, CMS, in partnership with the AFAEP Advisory Council, the Department of Human Rights and the Governor's Office, hosted round-table discussions with the following State agencies:

- Department of Financial and Professional Regulations
- Department of Natural Resources
- Illinois State Police
- Department of Revenue
- Department of Transportation

These initial agencies were selected based on a comprehensive review of their previously submitted AFAEP survey responses, identified by the Department of Human Rights as falling short of meeting their affirmative action goals, and a quarterly analysis of the following statistical data sets used to measure agency performance: the number of employed African Americans within the department, including those serving in supervisory, technical, professional and managerial positions, and the number of African American employees hired and promoted during this reporting period. The Department of Human Rights identified the Illinois State Police and the Department of Natural Resources as well as the Illinois Gaming Board for failing to meet affirmative action

goals. The Illinois State Police, the Illinois Gaming Board and the Department of Natural Resources submitted employment recruitment plans to CMS and the African American Employment Plan Council for review and comments.

The **three-fold** purpose of the round-table meetings included:

1) Reviewing current employment strategies undertaken in implementing the AFAEP.
2) Identifying current challenges to increasing the number of African Americans and minorities in the workplace including increases in minority hiring in middle and upper management.
3) Providing suggestions and recommendations for increasing the number of African American employees in the workplace.

The topics of discussion at the round-table meetings included but were not limited to:

- Providing technical assistance and hiring best practices as a means of strengthening the tenets of their individual AFAEPs.
- Targeted recruitment partnerships with colleges and universities with a significant amount of African American students and AFAEP Advisory Council alumni.
- Broader distribution of State job postings to ensure African American community awareness of State job opportunities and participation in the State employment process.
- Provide training to Human Resource staff on recruiting for diversity.
- How to increase the number of African Americans participating in internship opportunities.
- Employment Plans should be more detailed and specific about methods to recruit targeted groups and for particular titles.
- The Council recommended the Illinois Department of Transportation revisit the selection process for Highway Maintainers when there were no veterans available to invite for interviews.
- The Council raised concerns about delays in evaluating applications and issuing grades to applicants and encouraged improving the process.
- Review the random selection process that state agencies use when hiring from open competitive lists to insure diverse candidates are considered for interviews.

II. Current Demographics

Data used for developing the 2015 report is based on calendar year 2014, a year in which hiring agencies continued to face tremendous fiscal challenges. The State's workforce experienced a net reduction of 1,725 employees from 44,589 in December 2012 compared to 42,864 at the end of December 2013. The State's workforce increased to 44,279 by the end of 2014. During that time, the number of African Americans in Personnel Code-covered position increased from 8,908 to 9,582, an increase of 7.6%.

According to the 2010 U.S. Census Data, African Americans comprise 14.5% of Illinois' general population. As of December 31, 2014, African American employees accounted for 21.6% of the 44,279 employees in Personnel Code-covered positions. The five Illinois counties with the highest number of African Americans in the state workforce are listed below along with the African American population.

COUNTY	% AFRICAN AMERICAN POPULATION	% AFRICAN AMERICAN STATE WORKFORCE
Cook	(1,287,767) 24.8%	(4,929) 52.4 %
Will	(75,743) 11.2%	(813) 48.9%
Kankakee	(17,187) 15.1%	(808) 47.2%
Sangamon	(23,335) 11.8%	(699) 7.40%
Lake	(49,033) 7.0%	(331) 46.0%

There are 9,582 African American employees statewide in Personnel Code-covered positions. The five State agencies with the largest number of African American employees in Personnel Code-covered positions are indicated below, followed by the number of African American employees and their percentage of the total agency workforce.

	Employees		
Agency	African-Americans	Total	% African-American
HUMAN SERVICES	4522	12,308	36.7%
CORRECTIONS	1387	10,904	12.7%
CHILDREN & FAMILY SERVICES	1036	2,649	39.1%
EMPLOYMENT SECURITY	365	1,261	28.9%
HEALTHCARE & FAMILY SERVICES	362	2,061	17.6%

As we examine the most recent statistical data and compare gender, the ratio of African American women to men employed statewide in Personnel Code-covered positions is 2 to 1. There are 6,485 African American women compared to 3,097 African American men employed in Personnel Code-covered positions. The number of African American employees by gender and their percentage of the total State workforce are indicated below.

GENDER	COUNT OF AFRICAN AMERICAN EMPLOYEES
Women	6,485 (14.6%)
Men	3,097 (7%)

During this calendar year, there were 151,353 open competitive exams administered. Of those, 39,036 were administered to African Americans. The total number of exams as well as the number administered to African Americans trended down this reporting period. The graph below illustrates how African Americans fared when compared to all applicants.

CY 2014	GRADES			TOTALS		
	A	B	C	PASS	FAILED	APPS
TOTAL OPEN COMPETITIVE GRADES	40064	44582	22752	107398	43955	151353
AFRICAN AMERICANS	8479	9365	6870	24714	14322	39036
NON-AFRICAN AMERICANS	31585	35217	15882	82684	29633	112317

The percentage of African Americans with a passing grade was 63.0%, which was lower than the 73.6% of non-African Americans with a passing grade. Of the total number of grades issued to African Americans, 21.7% of the grades issued were A grades. Among non-African Americans, 28% of the grades issued were A.

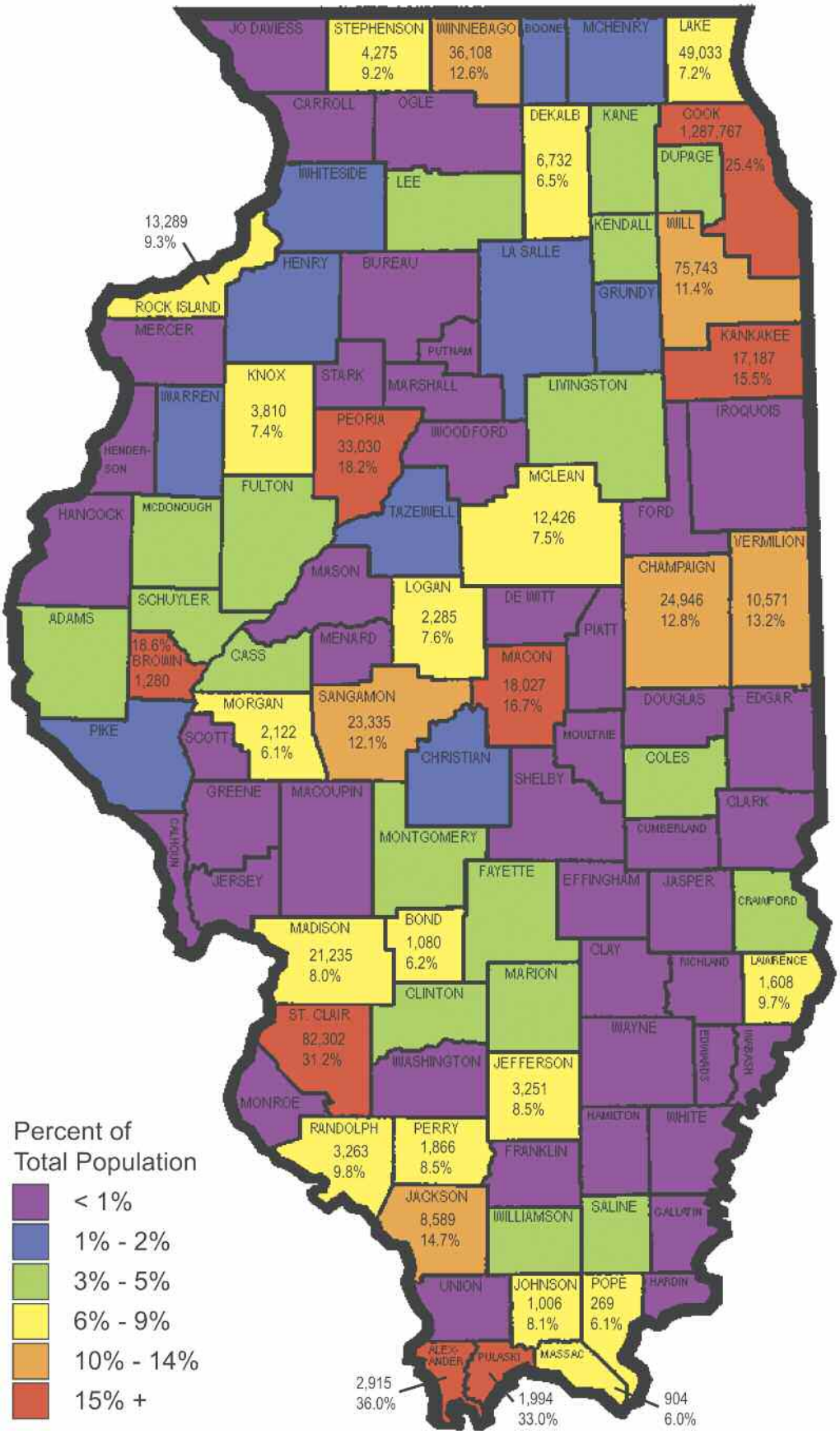
There were 20,705 promotional grades issued to state employees, including 5,412 to African American employees. The percentage of passing grades issued to African Americans was similar to the percentage issued to non-African Americans, 69.3% and 70.5% respectively. African Americans and non-African Americans received a similar percentage of A promotional grades, 63.2% and 62.3% respectively.

The total number of African Americans promoted through the Upward Mobility Program in 2014 was 146. This is an increase from 2013 when 74 African Americans were promoted through the program.

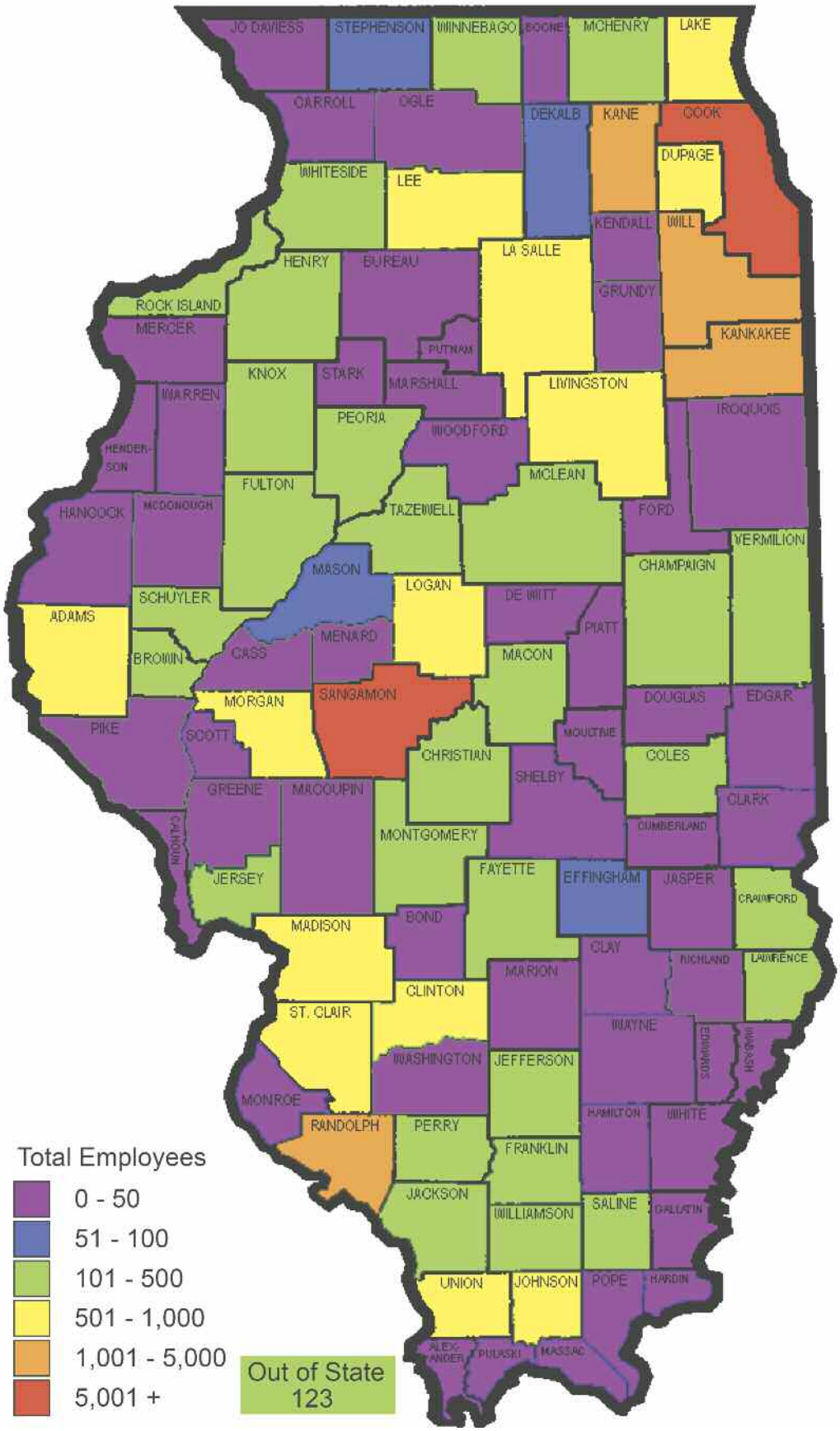
Veterans are provided preference in state hiring, which may influence minority hiring among state agencies. Veterans account for 18.1% of the total Personnel Code-covered workforce. There are a total of 7,994 veterans employed in Personnel Code positions, including 1,371 African American veterans. African American veterans account for 17.2% of the veterans. The agencies with highest number of veterans are shown below along with the total number of African American veterans.

Veterans			
AGENCY	African American	Total	%
CORRECTIONS	321	2,366	13.57%
TRANSPORTATION	142	1,600	8.88%
HUMAN SERVICES	404	1,185	34.09%
HEALTHCARE & FAMILY SRV	54	319	16.93%
EMPLOYMENT SECURITY	79	303	26.07%
NATURAL RESOURCES	9	261	3.45%
VETERANS AFFAIRS	36	253	14.23%

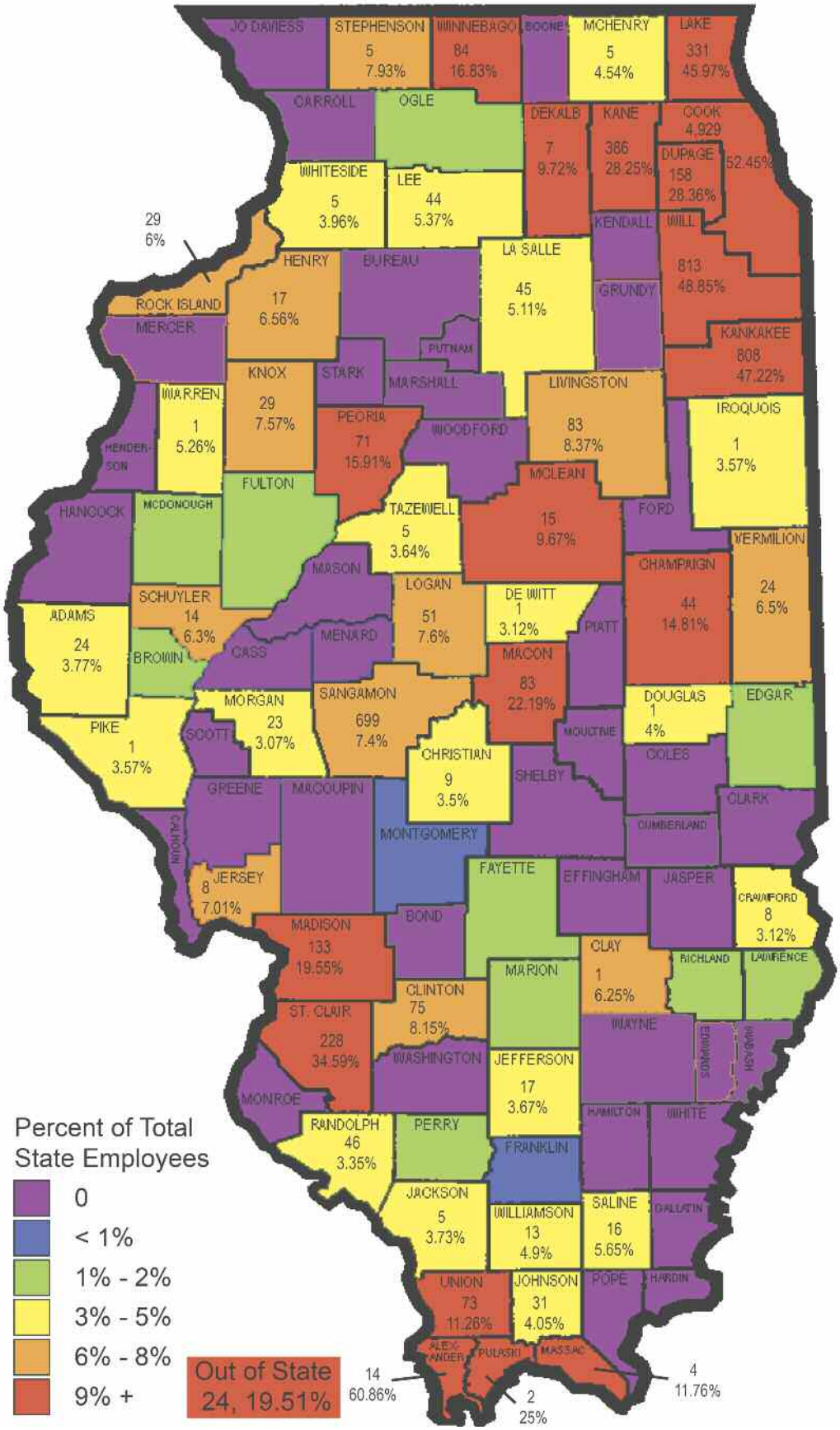
Illinois African American Population 2010 Census Data



Coded State Employees as of 12/31/2014



Coded African American Employees as of 12/31/2014



African American Population * vs. Workforce**

COUNTY NAME	TOTAL POPULATION	% African American	TOTAL African American	STATE EMPLOYEES		
				All	% African American	TOTAL African American
Adams	67,103	3.50%	2,331	635	3.78%	24
Alexander	8,238	35.40%	2,915	23	60.87%	14
Bond	17,768	6.10%	1,080	15	0.00%	0
Boone	54,165	2.00%	1,064	5	0.00%	0
Brown	6,937	18.50%	1,280	359	1.11%	4
Bureau	34,978	0.60%	212	48	0.00%	0
Calhoun	5,089	0.10%	7	23	0.00%	0
Carroll	15,387	0.80%	123	15	0.00%	0
Cass	13,642	3.10%	419	16	0.00%	0
Champaign	201,081	12.40%	24,946	297	14.81%	44
Christian	34,800	1.40%	495	257	3.50%	9
Clark	16,335	0.30%	48	13	0.00%	0
Clay	13,815	0.30%	47	16	6.25%	1
Clinton	37,762	3.50%	1,338	920	8.15%	75
Coles	53,873	3.80%	2,067	110	0.00%	0
Cook	5,194,675	24.80%	1,287,767	9,397	52.45%	4,929
Crawford	19,817	4.70%	934	256	3.13%	8
Cumberland	11,048	0.30%	38	8	0.00%	0
De Kalb	105,160	6.40%	6,732	72	9.72%	7
De Witt	16,561	0.50%	87	32	3.13%	1
Douglas	19,980	0.30%	58	25	4.00%	1
DuPage	916,924	4.60%	42,346	557	28.37%	158
Edgar	18,576	0.30%	64	38	2.63%	1
Edwards	6,721	0.40%	30	0	0.00%	0
Effingham	34,242	0.20%	79	93	0.00%	0
Fayette	22,140	4.40%	980	374	1.60%	6
Ford	14,081	0.60%	85	18	0.00%	0
Franklin	39,561	0.30%	123	105	0.95%	1
Fulton	37,069	3.40%	1,269	357	1.40%	5
Gallatin	5,589	0.20%	12	1	0.00%	0
Greene	13,886	0.90%	119	10	0.00%	0
Grundy	50,063	1.20%	605	25	0.00%	0
Hamilton	8,457	0.40%	31	6	0.00%	0
Hancock	19,104	0.30%	52	16	0.00%	0
Hardin	4,320	0.30%	13	7	0.00%	0
Henderson	7,331	0.20%	15	10	0.00%	0
Henry	50,486	1.60%	796	259	6.56%	17
Iroquois	29,718	0.80%	233	28	3.57%	1
Jackson	60,218	14.30%	8,589	134	3.73%	5
Jasper	9,698	0.10%	11	19	0.00%	0
Jefferson	38,827	8.40%	3,251	463	3.67%	17
Jersey	22,985	0.40%	93	114	7.02%	8
Jo Daviess	22,678	0.50%	107	17	0.00%	0
Johnson	12,582	8.00%	1,006	765	4.05%	31
Kane	515,269	5.70%	29,422	1,366	28.26%	386
Kankakee	113,449	15.10%	17,187	1,711	47.22%	808
Kendall	114,736	5.70%	6,585	22	0.00%	0
Knox	52,919	7.20%	3,810	383	7.57%	29
Lake	703,462	7.00%	49,033	720	45.97%	331
La Salle	113,924	1.90%	2,186	879	5.12%	45
Lawrence	16,833	9.60%	1,608	405	1.23%	5
Lee	36,031	4.80%	1,735	818	5.38%	44
Livingston	38,950	4.90%	1,915	991	8.38%	83
Logan	30,305	7.50%	2,285	671	7.60%	51
Mc Donough	32,612	5.00%	1,642	38	2.63%	1
Mc Henry	308,760	1.10%	3,283	110	4.55%	5
Mc Lean	169,572	7.30%	12,426	155	9.68%	15
Macon	110,768	16.30%	18,027	374	22.19%	83
Macoupin	47,765	0.80%	359	41	0.00%	0

COUNTY NAME	TOTAL POPULATION	% African American	TOTAL African American	STATE EMPLOYEES		
				All	% African American	TOTAL African American
Marshall	12,640	0.30%	44	13	0.00%	0
Mason	14,666	0.40%	54	57	0.00%	0
Massac	15,429	5.90%	904	34	11.76%	4
Menard	12,705	0.60%	76	13	0.00%	0
Mercer	16,434	0.30%	47	9	0.00%	0
Monroe	32,957	0.20%	69	22	0.00%	0
Montgomery	30,104	3.20%	952	434	0.69%	3
Morgan	35,547	6.00%	2,122	748	3.07%	23
Moultrie	14,846	0.30%	41	12	0.00%	0
Ogle	53,497	0.90%	483	45	2.22%	1
Peoria	186,494	17.70%	33,030	446	15.92%	71
Perry	22,350	8.30%	1,866	479	2.09%	10
Piatt	16,729	0.30%	58	9	0.00%	0
Pike	16,430	1.70%	275	28	3.57%	1
Pope	4,470	6.00%	269	10	0.00%	0
Pulaski	6,161	32.40%	1,994	8	25.00%	2
Putnam	6,006	0.50%	32	4	0.00%	0
Randolph	33,476	9.70%	3,263	1,372	3.35%	46
Richland	16,233	0.50%	78	41	2.44%	1
Rock Island	147,546	9.00%	13,289	483	6.00%	29
St. Clair	270,056	30.50%	82,302	659	34.60%	228
Saline	24,913	4.00%	995	283	5.65%	16
Sangamon	197,465	11.80%	23,335	9,442	7.40%	699
Schuyler	7,544	3.20%	243	222	6.31%	14
Scott	5,355	0.20%	9	5	0.00%	0
Shelby	22,363	0.20%	50	19	0.00%	0
Stark	5,994	0.50%	28	11	0.00%	0
Stephenson	47,711	9.00%	4,275	63	7.94%	5
Tazewell	135,394	1.00%	1,374	137	3.65%	5
Union	17,808	0.90%	156	648	11.27%	73
Vermilion	81,625	13.00%	10,571	369	6.50%	24
Wabash	11,947	0.60%	77	24	0.00%	0
Warren	17,707	1.70%	303	19	5.26%	1
Washington	14,716	0.70%	101	17	0.00%	0
Wayne	16,760	0.30%	42	19	0.00%	0
White	14,665	0.40%	56	14	0.00%	0
Whiteside	58,498	1.30%	781	126	3.97%	5
Will	677,560	11.20%	75,743	1,664	48.86%	813
Williamson	66,357	3.80%	2,540	265	4.91%	13
Winnebago	295,266	12.20%	36,108	499	16.83%	84
Woodford	38,664	0.50%	187	14	0.00%	0
Totals	12,830,632	14.50%	1,866,414	44280	21.6%	9582

* Information on the general population of Illinois is from the 2010 census
** Reflects Employees Covered by the Personnel Code
as of 12/31/2014

123 employees live outside the boundaries of the State of Illinois including 24 African Americans

Personnel Code-Covered African American Employees as of 12/31/2014

Agency	Employees		African American
	African Americans	Total	%
AGING	20	135	14.8%
AGRICULTURE	20	343	5.8%
ARTS COUNCIL	4	17	23.5%
CAPITAL DEVELOPMENT BD	7	47	14.9%
CENTRAL MANAGEMENT SVCS	129	1,394	9.3%
CHILDREN & FAMILY SVCS	1036	2,649	39.1%
CIVIL SERVICE COMMISSION	0	4	0.0%
COMM & ECON OPPORTUNITY	49	358	13.7%
COMMERCE COMMISSION	5	69	7.2%
CORRECTIONS	1387	10,904	12.7%
CRIMINAL JUSTICE AUTH	11	53	20.8%
DEAF&HARD OF HEARING COM	0	7	0.0%
DEV DISABILITIES COUNCIL	3	9	33.3%
EMERGENCY MGMT AGENCY	6	81	7.4%
EMPLOYMENT SECURITY	365	1,261	28.9%
ENVIRONMENTAL PROTECTION	55	788	7.0%
FIN & PROF REG	72	439	16.4%
GAMING BOARD	20	159	12.6%
GUARDIANSHIP & ADVOCACY	32	105	30.5%
HEALTHCARE & FAMILY SRV	362	2,061	17.6%
HISTORIC PRESERVATION	9	154	5.8%
HUMAN RIGHTS COMMISSION	6	14	42.9%
HUMAN RIGHTS DEPARTMENT	49	138	35.5%
HUMAN SERVICES	4522	12,308	36.7%
IL TORTURE INQRY RLF COM	1	3	33.3%
INDEPENDENT TAX TRIBUNAL	0	1	0.0%
INSURANCE	28	237	11.8%
INVESTMENT BOARD	2	4	50.0%
JUVENILE JUSTICE	331	1,020	32.5%
LABOR	18	91	19.8%
LABOR REL BD EDUCATIONAL	2	11	18.2%
LABOR RELATIONS BD ILL	0	18	0.0%
LAW ENF TRNG&STANDARD BD	1	17	5.9%
LOTTERY	15	132	11.4%
MILITARY AFFAIRS	13	123	10.6%
NATURAL RESOURCES	33	1,216	2.7%
POLLUTION CONTROL BOARD	2	20	10.0%
PRISONER REVIEW BOARD	3	17	17.6%
PROPERTY TAX APPEAL BD	0	31	0.0%
PUBLIC HEALTH	165	1,139	14.5%
RACING BOARD	2	2	100.0%
REVENUE	237	1,698	14.0%
STATE FIRE MARSHAL	10	128	7.8%
STATE POLICE	127	1,095	11.6%
STATE POLICE MERIT BOARD	0	5	0.0%
STATE RETIREMENT SYSTEMS	3	95	3.2%
TRANSPORTATION	194	2,202	8.8%
VETERANS AFFAIRS	187	1,351	13.8%
WORKERS COMPENSATION COM	39	126	31.0%
STATE WIDE TOTALS :	9582	44,279	21.6%

*State Police has an additional 1,804 sworn personnel that are not Personnel Code-covered employees of which 170 are African Americans (9.4%).

** Transportation has an additional 3, 036 employees not covered by the Personnel Code of which 374 are African Americans. (12.3%)

Personnel-Code Covered African American Employees in SPSA Positions as of 12/31/2014

Agency	SPSA's African Americans	Total	African American %
AGING	4	17	23.5%
AGRICULTURE	1	24	4.2%
ARTS COUNCIL	1	3	33.3%
CAPITAL DEVELOPMENT BD	0	0	0
CENTRAL MANAGEMENT SVCS	17	123	13.8%
CHILDREN & FAMILY SVCS	36	84	42.9%
CIVIL SERVICE COMMISSION	0	1	0.0%
COMM & ECON OPPORTUNITY	11	74	14.9%
COMMERCE COMMISSION	0	0	0.0%
CORRECTIONS	38	124	30.6%
CRIMINAL JUSTICE AUTH	0	4	0.0%
DEAF&HARD OF HEARING COM	0	2	0.0%
DEV DISABILITIES COUNCIL	0	2	0.0%
EMERGENCY MGMT AGENCY	0	5	0.0%
EMPLOYMENT SECURITY	8	62	12.9%
ENVIRONMENTAL PROTECTION	2	47	4.3%
FIN & PROF REG	6	43	14.0%
GAMING BOARD	0	12	0.0%
GUARDIANSHIP & ADVOCACY	4	7	57.1%
HEALTHCARE & FAMILY SRV	14	139	10.1%
HISTORIC PRESERVATION	3	16	18.8%
HUMAN RIGHTS COMMISSION	2	2	100.0%
HUMAN RIGHTS DEPARTMENT	2	9	22.2%
HUMAN SERVICES	45	198	22.7%
IL TORTURE INQRY RLF COM	0	1	0.0%
INDEPENDENT TAX TRIBUNAL	0	0	0.0%
INSURANCE	1	18	5.6%
INVESTMENT BOARD	1	2	50.0%
JUVENILE JUSTICE	14	30	46.7%
LABOR	1	8	12.5%
LABOR REL BD EDUCATIONAL	1	2	50.0%
LABOR RELATIONS BD ILL	0	3	0.0%
LAW ENF TRNG&STANDARD BD	0	2	0.0%
LOTTERY	1	6	16.7%
MILITARY AFFAIRS	0	2	0.0%
NATURAL RESOURCES	3	45	6.7%
POLLUTION CONTROL BOARD	0	1	0.0%
PRISONER REVIEW BOARD	0	0	0.0%
PROPERTY TAX APPEAL BD	0	2	0.0%
PUBLIC HEALTH	11	71	15.5%
RACING BOARD	1	1	100.0%
REVENUE	2	61	3.3%
STATE FIRE MARSHAL	2	11	18.2%
STATE POLICE	5	28	17.9%
STATE POLICE MERIT BOARD	0	1	0.0%
STATE RETIREMENT SYSTEMS	0	7	0.0%
TRANSPORTATION	0	0	0.0%
VETERANS AFFAIRS	0	16	0.0%
WORKERS COMPENSATION COM	1	15	6.7%
GRAND TOTAL:	238	1,331	17.88

Personnel Code-Covered African American Employees in PSA Positions as of 12/31/2014

Agency	PSA's African Americans	PSA's Total	% African American
AGING	2	22	9.09%
AGRICULTURE	0	17	0.00%
ARTS COUNCIL	0	2	0.00%
CAPITAL DEVELOPMENT BD	0	1	0.00%
CENTRAL MANAGEMENT SVCS	12	196	6.12%
CHILDREN & FAMILY SVCS	176	455	38.68%
CIVIL SERVICE COMMISSION	0	1	0.00%
COMM & ECON OPPORTUNITY	8	78	10.26%
COMMERCE COMMISSION	0	1	0.00%
CORRECTIONS	30	207	14.49%
CRIMINAL JUSTICE AUTH	1	10	10.00%
DEAF&HARD OF HEARING COM	0	2	0.00%
DEV DISABILITIES COUNCIL	0	3	0.00%
EMERGENCY MGMT AGENCY	2	15	13.33%
EMPLOYMENT SECURITY	50	157	31.85%
ENVIRONMENTAL PROTECTION	3	77	3.90%
FIN & PROF REG	6	64	9.38%
GAMING BOARD	3	35	8.57%
GUARDIANSHIP & ADVOCACY	1	12	8.33%
HEALTHCARE & FAMILY SRV	21	247	8.50%
HISTORIC PRESERVATION	0	8	0.00%
HUMAN RIGHTS COMMISSION	1	1	100.00%
HUMAN RIGHTS DEPARTMENT	7	19	36.84%
HUMAN SERVICES	163	656	24.85%
IL TORTURE INQRY RLF COM	0	1	0.00%
INDEPENDENT TAX TRIBUNAL	0	1	0.00%
INSURANCE	5	56	8.93%
INVESTMENT BOARD	0	0	0.00%
JUVENILE JUSTICE	3	20	15.00%
LABOR	1	8	12.50%
LABOR REL BD EDUCATIONAL	0	7	0.00%
LABOR RELATIONS BD ILL	0	9	0.00%
LAW ENF TRNG&STANDARD BD	0	4	0.00%
LOTTERY	0	9	0.00%
MILITARY AFFAIRS	0	3	0.00%
NATURAL RESOURCES	3	56	5.36%
POLLUTION CONTROL BOARD	0	9	0.00%
PRISONER REVIEW BOARD	0	1	0.00%
PROPERTY TAX APPEAL BD	0	4	0.00%
PUBLIC HEALTH	33	254	12.99%
RACING BOARD	0	0	0.00%
REVENUE	13	139	9.35%
STATE FIRE MARSHAL	0	14	0.00%
STATE POLICE	0	57	0.00%
STATE POLICE MERIT BOARD	0	1	0.00%
STATE RETIREMENT SYSTEMS	0	11	0.00%
TRANSPORTATION	2	17	11.76%
VETERANS AFFAIRS	1	39	2.56%
WORKERS COMPENSATION COM	6	12	50.00%
GRAND TOTAL:	553	3,018	18.32%

SPSA Represented by Bargaining Units and Those Not Represented by Collective Bargaining Units, as of 12/31/2014

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

PSA Represented by Bargaining Units and Those Not Represented by Collective Bargaining Units, as of 12/31/2014

Agency	Bargaining Unit? Yes	Bargaining Unit? No	Total	Bargaining Unit %
AGING	7	15	22	31.8%
AGRICULTURE	4	13	17	23.5%
ARTS COUNCIL	0	2	2	0
CAPITAL DEVELOPMENT BD	1	0	1	100.0%
CENTRAL MANAGEMENT SVCS	114	82	196	58.2%
CHILDREN & FAMILY SVCS	310	145	455	68.1%
CIVIL SERVICE COMMISSION	0	1	1	0
COMM & ECON OPPORTUNITY	49	29	78	62.8%
COMMERCE COMMISSION	1	0	1	100
CORRECTIONS	69	138	207	33.3%
CRIMINAL JUSTICE AUTH	5	5	10	50.0%
DEAF&HARD OF HEARING COM	0	2	2	0
DEV DISABILITIES COUNCIL	0	3	3	0
EMERGENCY MGMT AGENCY	7	8	15	46.7%
EMPLOYMENT SECURITY	63	94	157	40.1%
ENVIRONMENTAL PROTECTION	70	7	77	90.9%
FIN & PROF REG	36	28	64	56.3%
GAMING BOARD	30	5	35	85.7%
GUARDIANSHIP & ADVOCACY	6	6	12	50.0%
HEALTHCARE & FAMILY SRV	175	72	247	70.9%
HISTORIC PRESERVATION	0	8	8	0
HUMAN RIGHTS COMMISSION	0	1	1	0
HUMAN RIGHTS DEPARTMENT	18	1	19	94.7%
HUMAN SERVICES	293	363	656	44.7%
IL TORTURE INQRY RLF COM	0	1	1	0
INDEPENDENT TAX TRIBUNAL	0	1	1	0
INSURANCE	41	15	56	73.2%
INVESTMENT BOARD	0	0	0	0
JUVENILE JUSTICE	3	17	20	15.0%
LABOR	4	4	8	50.0%
LABOR REL BD EDUCATIONAL	0	7	7	0
LABOR RELATIONS BD ILL	0	9	9	0
LAW ENF TRNG&STANDARD BD	1	3	4	25.0%
LOTTERY	6	3	9	66.7%
MILITARY AFFAIRS	0	3	3	0
NATURAL RESOURCES	33	23	56	58.9%
POLLUTION CONTROL BOARD	4	5	9	44.4%
PRISONER REVIEW BOARD	0	1	1	0
PROPERTY TAX APPEAL BD	2	2	4	50.0%
PUBLIC HEALTH	244	10	254	96.1%
RACING BOARD	0	0	0	0
REVENUE	12	127	139	8.6%
STATE FIRE MARSHAL	6	8	14	42.9%
STATE POLICE	30	27	57	52.6%
STATE POLICE MERIT BOARD	0	1	1	0
STATE RETIREMENT SYSTEMS	8	3	11	72.7%
TRANSPORTATION	15	2	17	88.2%
VETERANS AFFAIRS	1	38	39	2.6%
WORKERS COMPENSATION COM	7	5	12	58.3%
GRAND TOTAL:	1,675	1,343	3,018	55.50%

III. 2014 African American Employment Plan Objectives Status Report

STRATEGY	WHO	WHEN
Leadership **1.0** Each agency director will be given a copy of the 2014 AFAEP with a letter from the Governor highlighting the importance of diversity in general, while reminding agencies of their obligation to Affirmative Action and Equal Employment Opportunity.	CMS, Governor's Office	Met. Letter included in AFAEP submitted to the General Assembly 2/1/14.
1.1 An overview of the Plan will be presented to the Governor's Deputy Chiefs of Staff and Agency Directors to inform on specifics of the Plan and to affirm the Administration's commitment to the Plan.	CMS, Governor's Office, Agency Directors	Met. Ongoing; all Cabinet Members were advised of AFAEP.
1.2 Analyze all relevant data to develop 2014 AFAEP for presentation to the General Assembly by February 1st, as required by PA 096-1341.	CMS, code state agencies	Met. AFAEP submitted to the General Assembly per deadline.
1.3 Provide administrative support to the AFAEP Advisory Council pursuant to specific reporting responsibilities outlined in PA 096-1341.	CMS, Governor's Office, African American Advisory Council	Council met on 4/8/2014, 9/16/14 & 12/9/14.
Recruitment and Selection **2.0** Mandated Hiring and/or Promotion Monitors must be completed by agencies and authorized by CMS prior to personnel transaction processing. Plan coordinator will review these forms for use in assessing an agency's overall best practices relevant to African American underutilization.	Department of Human Rights, all State agencies under the Governor's jurisdiction, CMS	Met. Ongoing; all forms are reviewed as required.
2.1 Compile African American grade and application data to ensure that African Americans are fully informed of e-recruiting online application procedures, ensuring that the number of African Americans applying for State jobs is not adversely affected.	CMS	Met. Ongoing; data is provided in AFAEP annual report. Council members concerned the backlog at CMS grading impacts the hiring of African American candidates.

STRATEGY	WHO	WHEN
2.2 Present at the CMS monthly personnel managers/EEO meeting to provide an overview of the AFAEP.	CMS	Met. Ongoing-the DEP manager presented information on the minority hiring plans on 6/24/14, 9/30/14 and 12/2/14.
2.3 Review the Underutilization Regional Summary Report prepared by Department of Human Rights for use in developing objectives for improvement.	CMS, State AFAEP Advisory Council	Ongoing; all forms are reviewed as required.
2.4 State agencies incorporate the use of internships such as Dunn Fellowship and Graduate Public Service Intern (GPSI) as viable options to recruit, hire, and retain qualified candidates for underutilized positions.	CMS, all state agencies under the Governor's jurisdiction	Ongoing
2.5 State agencies establish communication of job postings to Colleges and Universities with significant minority student populations as a recruitment strategy for qualified candidates.	CMS, all state agencies under the Governor's jurisdiction.	Ongoing
Education **3.0** CMS will continue follow-up meetings with agencies identified by the Department of Human Rights as failing to meet their affirmative action goals.	CMS	Ongoing
3.1 Quarterly EEO/AA officer meetings will be conducted in conjunction with CMS personnel managers meetings.	CMS, DHR	Ongoing
3.2 The Upward Mobility Program provides an important pathway to promotional opportunity. Benchmark information began being gathered and reported in the 2014 AFAEP and will continue to be each year to document African American participation and completion rates.	CMS, UMP	Ongoing
3.3 Provide the General Assembly Appropriations Chairs and Committee members' status updates on the AFAEP, highlighting agencies' goals on African American hiring.	Governor's Office, CMS, IDHR, AFAEP Advisory Council	Met. 2nd Quarter

STRATEGY	WHO	WHEN
3.4 Meet with the Illinois Legislative Black Caucus and interested General Assembly members to present on the status of the African American state workforce and the AFAEP.	Governor's Office, CMS, AFAEP Advisory Council	Met
3.5 CMS will host meetings with Governor's Deputy Chiefs of Staffs and agency heads to review progress toward meeting stated goals relevant to African American employment and share human resources best practices.	Governor's Office, AFAEP Advisory Council, all Personnel Code-covered agencies.	Met
Accountability **4.0** CMS will survey agencies via an online data base portal_to assess their activities in implementing the Plan. Each year CMS will work collaboratively with the AFAEP Advisory Council to review and revise, as needed.	CMS, all state agencies under the Governor's jurisdiction, AFAEP	Met. On-line Survey successfully launched on 12/3/14 with deadline for completion 12/1914.
4.1 CMS will prepare an Executive Summary documenting agencies' progress towards meeting stated goals relevant to African American employment and promotion.	CMS	Met. Executive Summary included in this 2015 AFAEP report.
4.2 Work collaboratively with the AFAEP Advisory Council to develop Plan objectives for next reporting year.	CMS, AFAEP Advisory Council	Council met & 12/9/14 to develop objectives presented as Part V of this report.
4.3 The CMS Director will remind all agencies of their continued obligation and commitment to the principles of the AFAEP.	CMS	Met. Letter included in 2015 AFAEP.
4.4 CMS will hosts meetings with Governor's Deputy Chiefs of Staff and agency heads to review progress toward meeting stated goals relevant to African American employment and share human resources best practices.	CMS, Governor's Office, AFAEP Advisory Council, all code agencies	Ongoing

IV. Summary of State African American Employment 2014 Survey and Highlights

In partnership with the Department of Human Rights, CMS and the AFAEP Advisory Council successfully launched an online survey in accordance with the 2014 AFAEP Action Plan and Objective 4.0. This survey serves to guide CMS in identifying agencies'

best practices and deficiencies, and is utilized to develop and evaluate the AFAEP goals and objectives.

All agencies with Personnel Code-covered employees under the Governor's jurisdiction submitted their completed surveys in accordance with the AFAEP. Survey responses varied depending on each individual agency's mission, fiscal year budget allocations and year-to-year priorities. Copies of all electronically date-stamped agency surveys are included in the appendices of this report.

Survey highlights include the following:

African Americans certified to conduct Rutan interviews:

State agencies are encouraged to have diverse interview panels as part of the hiring and promotion selection process. There were 770 African American employees trained and certified to perform interviews. This is an increase from 2013, when 626 African American were certified interviewers. African American employees participated in 695 Rutan interviews.

Number of African American Employees provided tuition reimbursement or enrolled in the Upward Mobility Program:

A total of 3,757 employees participated in the Upward Mobility Program or received tuition reimbursement, including 1,074 African American employees.

The State of Illinois Upward Mobility Program (UMP) is a career mobility program designed to give state employees an opportunity to advance to more challenging, higher paying positions. It is a joint venture between CMS and AFSCME. The number of African American employees participating in UMP substantially increased from 2013 to 2014:

Upward Mobility	
CY14	African Americans
2014	1154
2013	535

Veteran Hiring:

Based on the survey, the total number of African American veterans hired through June 30, 2014 was 143. The Illinois Department of Corrections hired the most veterans with 313, of which 12 were African American. The Human Services hired 188 veterans, including 54 African American veterans. The Department of Transportation hired 152 veterans, of which 8 were African American.

African American employment strategies undertaken in implementing the AFAEP:

- Some agencies participated in the AFAEP Advisory Council roundtable to review hiring best practices.
- Diversity committees addressed underutilization, recruitment, and retention, and developed strategies with respect to minority hiring.
- Targeted job fair events within communities with significant African American populations.
- Shared State job postings with job seekers registered with Illinois Department of Employment Security offices serving significant African American populations.
- Worked with members of the Legislative Black Caucus to publicize State job postings.
- Illinois State Police established a partnership with the Illinois Association of Black Law Enforcement Officers (ABLE) to identify effective community outreach strategies.
- Sign-in sheets are used at outreach events and job fairs to document the race and gender of participants in order to assess what events are attracting minority candidates.
- Agencies are increasing their use of social media as a recruitment tool, including Facebook, Twitter and recruitment videos on YouTube.
- Agency job postings are being distributed to historically African American universities and professional organizations with African American memberships.
- Mentoring of African American job applicants by state agency African American liaisons to assist with navigating the state employment process.

Suggestions/recommendations for increasing the number of African Americans employed and promoted:

- Partner with the CMS Diversity Enrichment Program to disseminate information about employment opportunities to the African American community, including targeted state employment workshops to educate applicants on the state employment process.
- Increase the use of internship programs to bring African Americans onboard and to provide a permanent path to State employment.
- Strategically target the recruitment of qualified minorities by marketing open positions through partnerships with the Urban League, Illinois Association of Minorities in Government (IAMG), NAACP, Illinois Black Chamber of Commerce, the Cook County Bar Association, and colleges and universities with significant African American student populations.
- Provide training to state agency staff on Diversity Awareness.
- Conduct mock interviews and qualification reviews with minority engineering students.
- Participate in the Chicago Public Schools minority internship program.
- Participate in community employment events sponsored by African American churches.
- Focus on outreach to minority veterans to increase the number of African Americans in the state workforce.

- Include at least one minority participant in every Rutan interview for employment that is conducted.

See Appendix for completed agency surveys.

V. 2015 African American Employment Action Plan and Objectives

STRATEGY	WHO	WHEN
Leadership **1.0** Each agency director will be given a copy of the 2015 AFAEP with a letter from the Governor highlighting the importance of diversity in general while reminding agencies of their obligation to Affirmative Action and Equal Employment Opportunity.	CMS, Governor's Office	1st Quarter
1.1 An overview of the Plan will be presented to the Governor's Deputy Chiefs of Staff and Agency Directors to inform on specifics of the Plan and to affirm the Administration's commitment to the Plan.	CMS, Governor's Office, Agency Directors	1st Quarter, then ongoing
1.2 Analyze all relevant data to develop 2015 AFAEP for presentation to the General Assembly by February 1st, as required by PA 096-1341.	CMS, code state agencies	1st Quarter
1.3 Provide administrative support to the African American Advisory Council pursuant to specific reporting responsibilities outlined in PA 096-1341.	CMS, Governor's Office, AFAEP Council	Ongoing
Recruitment and Selection **2.0** Mandated Hiring and/or Promotion Monitors must be completed by agencies and authorized by CMS prior to personnel transaction processing. Plan coordinator will review these forms for use in assessing an agency's overall best practices relevant to African American underutilization.	Department of Human Rights, all state agencies under the Governor's jurisdiction, CMS	1st Quarter, then ongoing
2.1 Compile African American grade and application data to ensure that African Americans are fully informed of e-recruiting online application procedures, ensuring that the number of African Americans applying for State jobs is not adversely affected.	CMS	1st quarter, then ongoing and reported in each subsequent Plan.
2.2 Present at the CMS quarterly personnel managers/EEO meeting to provide an overview of the AFAEP.	CMS	2nd quarter

STRATEGY	WHO	WHEN
2.3 Review the Underutilization Regional Summary Report prepared by DHR to use in developing objectives for improvement.	CMS, State AFAEP Advisory Council	3rd Quarter
2.4 State agencies incorporate the use of internships such as Dunn Fellowship and Graduate Public Service Intern (GPSI) as viable options to recruit, hire, and retain qualified candidates for underutilized positions.	CMS, all state agencies under the Governor's jurisdiction.	Ongoing
2.5 State agencies establish communication of job postings with colleges and universities with significant African American student populations as a recruitment strategy for qualified candidates.	CMS, all state agencies under the Governor's jurisdiction	Ongoing
Education **3.0** CMS will continue follow-up meetings with agencies identified by the Department of Human Rights as failing to meet their affirmative action goals.	CMS	Ongoing
3.1 Quarterly EEO/AA officer meetings will be conducted in conjunction with CMS personnel managers meetings.	CMS, DHR	Ongoing
3.2 The Upward Mobility Program provides an important pathway to promotional opportunity. Benchmark information will be gathered and reported in the 2016 AFAEP and each subsequent Plan thereafter to document African American participation and completion rates.	CMS, UMP	4th quarter
3.3 Provide the General Assembly Appropriations Chair and Committee members status updates on the AFAEP, highlighting agencies' goals on African American hiring.	Governor's Office, CMS, IDHR, AFAEP Advisory Council	2nd Quarter
3.4 Meet with the Illinois Legislative Black Caucus and interested General Assembly members to present on the status of the African American state workforce and the AFAEP.	Governor's Office, CMS, AFAEP Advisory Council	1st or 2nd Quarter
3.5 CMS will host meetings with Governor's Deputy Chiefs of Staffs and agency heads to review progress towards meeting stated goals relevant to African American employment and share human resources best practices.	Governor's Office, AFAEP Advisory Council, all Personnel Code-covered agencies	Ongoing

STRATEGY	WHO	WHEN
Accountability **4.0** CMS will survey agencies via an online data base portal to assess their activities in implementing the plan. Each year CMS will work collaboratively with the AFAEP Advisory Council to review and revise, as needed.	CMS, all Personnel Code-covered State Agencies under the Governor's jurisdiction, AFAEP Advisory Council	4th Quarter
4.1 CMS will prepare an Executive Summary documenting agencies' progress towards meeting stated goals relevant to African American employment and promotion.	CMS	4th Quarter
4.2 Work collaboratively with the AFAEP Advisory Council to develop Plan objectives for next reporting year.	CMS, AFAEP Advisory Council	4th Quarter
4.3 The CMS Director will remind all State agencies of their continued obligation and commitment to the principles of the AFAEP.	CMS	4th Quarter

VI. Conclusion

Since 2010, under Public Act 096-1341, CMS has developed an annual plan to address the underutilization of minority employees in the State's workforce. To date, African American representation appears to have remained relatively constant with a slight increase from 21.1% at the end of calendar year 2013 to 21.6% at the end of calendar year 2014. There are opportunities for improvement in fully addressing the underutilization of African Americans in the State's workforce. Governor Quinn's administration demonstrated a commitment to collaborating with the AFAEP Advisory Council and building on the successful platform of prior years' Plans to achieve objectives, such as increasing the number of African American employees serving on Rutan interview panels and utilizing on-line annual surveys for tracking data.

Central Management Services' Diversity Enrichment Program works to improve the diversity of the state's workforce by actively recruiting well-qualified minorities, females, and persons with disabilities for employment with the agencies, boards, and commissions under the jurisdiction of the Governor. The following are some of the recruiting activities the Program undertook in 2014.

CMS African American Outreach

The Diversity Enrichment Program participated in 79 outreach events in 2014, which included job fairs and workshop presentations. This is an increase from 2013 when outreach events totaled 60. CMS recruitment counselors conducted State Employment workshops throughout the year within significant African American communities, including Lake, Cook, Kankakee and St. Clair counties. In addition, presentations were made in the Springfield and Champaign communities.

African Americans in Cook County account for 24.8% of the state workforce in that county. CMS participated in a number of outreach events in Cook County in African Americans communities and at colleges with significant African Americans student populations. Events included job fairs at Chicago State University, University of Illinois Chicago, Malcom X College, Harold Washington College and South Suburban College. In addition, CMS conducted employment workshops or participated in job fairs in Harvey, Village of Robins, Forest Park, and South Holland. Within Chicago, targeted recruitment included African American neighborhoods such as Kenwood, Beverly Woods, Lawndale and Austin.

Veteran Outreach

In an effort to increase employment participation among minority veterans, CMS counselors presented employment workshops at Jesse Brown and Hines Veterans Hospitals. In addition, CMS staff participated at the Rock Island Arsenal Resource Fair to recruit veterans. To expand outreach to veterans, CMS presented a state employment workshop to Veteran Service Officers to encourage veterans to consider state employment.

Collaboration with Legislators and Community Based Organizations

During 2014, CMS collaborated with a number of organizations and legislators who sponsored a number of resource fair within the African American community, including the Chicago, Springfield and Peoria Urban Leagues, the NAACP , and local churches. CMS participated in a number of legislative job fair events sponsored by State Representatives Chris Welch, Rita Mayfield and Art Turner as well State Senators Mattie Hunter and Patricia Van Pelt and Congresswoman Robin Kelly.

Seeking greater diversity and increasing minority employment and promotional opportunities within State government are the guiding principles of the AFAEP Advisory Council in collaboration with CMS. To accomplish these goals, we must continue to make progress and improve recruitment, hiring, training, promotion and retention of qualified minority candidates statewide to improve services to all citizens of Illinois.

Questions on the AFAEP may be directed to Carlos R. Charneco at 312/814-0922 or Carlos.Charneco@illinois.gov.

Printed by the Authority of the State of Illinois. Printed on Recycled Paper. 60 copies 1/15 IOCI 15-448