



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

APPENDICES

Appendix 1

Letter from Acting Director McNeil

January 12, 2015

Agency Director
Agency Name
Street Address
City, IL Zip Code

Dear (Agency Director)

Enclosed please find a copy of the 2015 State African American Employment Plan, which the Department of Central Management Services is required to prepare and submit to the General Assembly, reporting each agency's activities in implementing the plan. The legislation is part of the Governor's commitment to diversity in our workforce, including recruitment, hiring, training, retention and promotion of African American employees.

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.

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. Therefore, I strongly encourage your agency to continue to build upon your Affirmative Action and Equal Employment Opportunity goals by placing emphasis on recruitment, hiring, training, retention and promotion of African Americans. 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.

Please share the Plan with your senior management staff, including your HR Director, AA/EEO Officer and Recruitment Manager. The 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

Illinois Department of Human Rights
Hiring Monitor and Promotion Monitor Forms

HIRING MONITOR

Name of Agency _____ Candidate's Name _____
City/County _____ Position Number _____
IDHR Region/(Facility) _____ E-Par Number _____
EEO Job Category _____ Bid Number _____
Title of Job to be filled _____ 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 or Alaskan 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 or Alaskan 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

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 _____ Candidate's Name _____
City/County _____ Position Number _____
IDHR Region/(Facility) _____ E-Par Number _____
EEO Job Category _____ Bid Number _____
Title of Job to be filled _____ 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 or Alaskan 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 eligible(s) _____

Total by Category	# Invited	# Interviewed	# Selected
_____ Women	_____	_____	_____
_____ Black or African American	_____	_____	_____
_____ Hispanic or Latino	_____	_____	_____
_____ Asian	_____	_____	_____
_____ American Indian or Alaskan 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 hire. Remarks on reverse side.

EEO/AA Officer 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)]

Appendix 3

Employment Plan Survey Results

*All agencies required to complete the survey did so. Some agencies that do not have positions covered by the Personnel Code requested to participate in the survey but are not required to. Those agencies are: Illinois Board of Education, Illinois Board of Higher Education, Executive Ethics Commission, Office of the Executive Inspector General, Illinois Health Information Exchange Authority, and the Sentencing Advisory Council.

2015 State African American Employment Plan Survey

Agency: Aging

Director/Secretary: John K. Holton

Submitted: 12/15/2014 3:16:00 PM

Certification: I Agree

Individual Information: Roseanne McNamara, HR Administrator, One Natural Resources Way, Ste. 100, Spfld., Il. 62702, 217-785-3347, Roseanne.McNamara@Illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

7	Officials and Managers
12	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, 2014, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

145

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

The agency has met all its AAP goals in FY'14

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

The number of African Americans has increased by 5 from the prior fiscal year.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Agency completes and circulates its annual Affirmative Action/EEO Plan to Executive and other concerned 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 (PSA and SPSA positions, for example) and executive positions within your agency?

6

Please list the position titles.

Senior Public Service Administrator and Public Service Administrator

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

2

How many Rutan interviews were conducted during the FY 14?

45

In how many Rutan interviews did African American interviewers participate?

9

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

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, for all positions. Additionally, when funding is available the Department will attend minority job fairs.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

23

Please list the position titles.

Account Tech II, Administrative Assistant I and II, Executive I, Internal Auditor I, Staff Development Specialist I, Public Service Administrator, Revenue Tax Specialist II, Accountant

How many of those were African American?

2

Please include job titles that were vacated by African Americans.

Public Service Administrator, Executive I

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

26

How many of those were African American?

6

What position titles were filled by African Americans?

Senior Public Service Administrator, Executive I, Information Systems Analyst I

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

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, for all positions. Additionally, when funding is available the Department will attend minority job fairs.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

2

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Department follows the CMS blind random selection process when utilizing the eligibility list.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The random selection of candidates is based on the number of positions needed filled, the number of candidates on the blind list and the number of interviews/referral letters needed to be sent.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

The Department has met all of its AAP goals in FY'14.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: n/a

Title: n/a

Is this person an Executive senior staff member?: n/a

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

n/a

How many veterans were hired externally during the year?

1

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

The Department will continue to meet its AAP goals and to continue to look for ways to increase its African American hiring.

2015 State African American Employment Plan Survey

Agency: Agriculture

Director/Secretary: Robert F. Flideer

Submitted: 12/15/2014 10:43:00 AM

Certification: I Agree

Individual Information: Brent Eggleston, HR Manager, Illinois State Fairgrounds, PO Box 19281, Spfld 62794, 217-524-5125, brent.eggleston@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

371

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

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

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: Include specific position titles that were filled externally.

2 office-clerical positions were filled externally over the past few months. We went to an eligible list for each position.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

no

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Our EEO/ADA officer sits in on all interviews and ensures all staff are complying with all rules and regulations. Our EEO Officer hands out all AAP's in October of each yr and goes over it in detail with all Bureau Chiefs.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

SPSA-Compter Services

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan interviews were conducted during the FY 14?

25

In how many Rutan interviews did African American interviewers participate?

1

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Attended 40 Career fairs. IDOA is hoping to post some Office/Clerical positions in CY '15. We intend to go to eligible lists on most of them. Hopefully AA's will be on these lists.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

Please list the position titles.

SPSA/PSA Exe 1/II Products and Standards Inspector Meat and Poultry Inspector Systems Analyst I Warehouse Examiner Animal Products Investigator

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

32

How many of those were African American?

3

What position titles were filled by African Americans?

Office Associates meat and poultry inspector

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

NA

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

3

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

6

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

EEO officer sits in on all interviews and is involved when the agency requests open competitive lists from CMS.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

A vets first then all minorities next. We try and get as many minorities in for an interview as possible...

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

We have found there to be more qualified candidates on the SD lists than in the past and requested more of them as of late..

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: NA

Title: NA

Is this person an Executive senior staff member?: NA

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

NA

How many veterans were hired externally during the year?

9

How many were African American Veterans?

1

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

Attend as many Career fairs as possible trying to reach AA veterans.

2015 State African American Employment Plan Survey

Agency: Arts Council

Director/Secretary: Tatiana Gant, Executive Dire

Submitted: 12/9/2014 12:39:00 PM

Certification: I Agree

Individual Information: Romie Munoz, Director of Administration, 100 West Randolph Street, 10-500, 312-814-8250, Romie.Munoz@Illinois.gov

As of June 30, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

- 4 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

14

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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
-

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: Include specific position titles that were filled externally.

The IACA monitors and reviews the Quarterly reports submitted to the Illinois Dept of Human Rights. During FY14, an African American Female was promoted to Senior Public Service Administrator from within. No positions were filled externally.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

NO

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

1

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

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; Also, completes and submits the Agency's EEO/AA Plan to the Illinois Department of Human Rights and reviews with the Executive Director and Chief of Operations to determine underutilized positions.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Senior Public Service Administrator/Chief of Operations/CFO

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

IACA completes the EEO/AA Plan and is reviewed by senior staff. After approval, senior staff is

notified, if any of the underutilized positions and will be addressed during the hiring process. IACA is not underutilized in any category. Quarterly reports are also submitted to the Illinois Department of Human Rights. IACA promoted an African American Female to a higher level position.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

1

Please list the position titles.

Senior Public Service Administrator

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

None

How many employees were hired during FY 14 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

1

What position titles were filled by African Americans?

Senior Public Service Administrator

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

This program is available to all bargaining unit staff to enhance their skills and for career ladder enhancement. The IACA uses the Upward Mobility Program when filling a vacancy. The IACA continues to utilizes the CMS posting system to announce vacancies to agencies/organizations throughout the state to increase the diversity of qualified candidates, for all positions.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

3

If your agency employed student workers/interns in FY 14, how many were African American?

3

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Agency's Personnel Manager who is also the EEO Officer will discuss the underutilized categories with senior staff. The IACA is not underutilized in any category.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

IACA has not had an opportunity to hire from an open competitive list for several years.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

None

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: No

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

IACA does not have an actual liaison to the African American Community however, our Senior Public Service Administrator who is African American will speak to groups and organizations if needed and called upon.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

The only posting website that is free to state agencies is the CMS (work4illinois.com) . If the state of Illinois sets up an account with Career Builder or LinkedIn (a more mainstream job searching website), I believe there will be a lot more qualified applicants that will have access to the state's job posting.

2015 State African American Employment Plan Survey

Agency: Capital Development Board

Director/Secretary: Jim Underwood

Submitted: 12/4/2014 10:15:00 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, 2014, 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
5	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

20	Officials and Managers
75	Professionals
8	Technicians
0	Protective Service Workers
34	Para-Professionals
4	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

135

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

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

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: Include specific position titles that were filled externally.

Within the constraints of the AFSCME Contract and Personnel Code, CDB has had success over the last several fiscal years in increasing the number of African Americans employed by the agency. In FY15, the agency has hired one African American from the Open Competitive list.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Increases included one African American Para-Professional and one Official/Manager.
Decreases: one African American Official/Manager and one Office/Clerical.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

CDB is a small agency that does limited hiring. We do not have recruitment staff.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

3

Please list the position titles.

Chief-of-Staff Deputy Director, Operations Administrator, Capital Planning

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

2

How many Rutan interviews were conducted during the FY 14?

8

In how many Rutan interviews did African American interviewers participate?

8

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

CDB has developed an employment recruiting plan. The agency hired 15 employees during FY 14 and two were African American.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

Please list the position titles.

Office Specialist Administrator Senior Technical Specialist Deputy General Counsel Office Associate Paralegal Assistant Chief-of-Staff Senior Project Manager Assistant Deputy Director

How many of those were African American?

2

Please include job titles that were vacated by African Americans.

Office Associate Deputy General Counsel

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

18

How many of those were African American?

2

What position titles were filled by African Americans?

Office Specialist Chief of Staff

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Upward Mobility The agency also has a tuition reimbursement program and provides paid training to all employees upon request and approval of their supervisor.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

4

How many of those were African American?

1

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

3

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Personnel Administrator is also the EEO Officer for the agency, so at the time the open competitive hiring process is initiated the agency takes every measure possible to ensure a diverse interview pool.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Random selection has been used as part of this process. If the agency is able to go beyond veterans on the OC list, and depending on the number of candidates on the list, a number is selected (5, 6, 7, ect) and candidates are chosen.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

No recommendations have been provided.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

1

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

CDB is committed to increasing the number of African Americans employed by our agency in the coming year. We will continue to reach out to external groups to recruit the most diverse interview pool possible.

2015 State African American Employment Plan Survey

Agency: Central Management Services

Director/Secretary: Simone McNeil

Submitted: 12/30/2014 1:08:00 PM

Certification: I Agree

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

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

27	Officials and Managers
47	Professionals
11	Technicians
1	Protective Service Workers
9	Para-Professionals
5	Office and Clerical
8	Skilled Craft Workers
20	Service-Maintenance

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

323	Officials and Managers
463	Professionals
72	Technicians
12	Protective Service Workers
57	Para-Professionals
35	Office and Clerical
329	Skilled Craft Workers
149	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

1,440

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

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

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: Include specific position titles that were filled externally.

Overall, our underutilization improved from 8 in 2013 to 4 in 2014. In 2013, we had an underutilization of 7 Skilled Craft Workers and 1 Service Maintenance worker. In 2014, we have an underutilization of 4 Service Maintenance Workers.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

In 2013, there was an underutilization of 7 Skilled Craft Workers and 1 in Service Maintenance. In 2014, there is an underutilization of 4 Skilled Craft Workers.

How many Human Resources staff does your agency have?

52

How many of those Human Resources staff are minorities?

2

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO Officer requests promotional and eligibility lists for all hiring and promotional monitors with the exception of RUTAN exempt hires and promotions. The EEO Officer won't concur with a hire/promotion without the promotion or eligibility lists, when one exists. No training was conducted. Discussions with senior staff occur as needed.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

27

Please list the position titles.

Fifteen are Senior Public Service Administrators (SPSA) and twelve are Public Service Administrators (PSA).

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

15

How many Rutan interviews were conducted during the FY 14?

439

In how many Rutan interviews did African American interviewers participate?

3

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Upward Mobility Program is available for assisting employees in getting a promotion, as well

as the tuition assistance program, when funds are available. The EEO Officer, Shared Services and recruiters 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 14.

124

Please list the position titles.

SPSA, PSA, Office Assistant, Stationary Engineer, Office Coordinator, Automotive Shop Supervisor, Liability Claims Adjuster, Information Systems Analyst, Building/Grounds Laborer, Office Assistant

How many of those were African American?

21

Please include job titles that were vacated by African Americans.

Senior Public Service Administrator, Janitor, Information Systems Analyst, Office Assistant, Information Services Specialist, Liability Claims Adjuster.

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

174

How many of those were African American?

15

What position titles were filled by African Americans?

Human Resources Assistant, Human Resources Representative, SPSA, Administrative Assistant, Insurance Analyst, Office Assistant, Electrician and Information Systems Analyst.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Upward Mobility Program 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 courses that would enhance their skills making them better candidates for promotions and/or their own self-development.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

12

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

2

If your agency employed student workers/interns in FY 14, how many were African American?

1

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Sends out notices of job openings to various ethnic entities and attends job fairs.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

CMS uses a manner of random selection that ensures at least some representation of candidates from underutilized categories in the interview pool.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

None were provided.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: No.

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

S/He would send notices of open positions when they occur, and regularly interface with the entities to keep all informed of openings and other opportunities.

How many veterans were hired externally during the year?

26

How many were African American Veterans?

2

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

To increase our attendance at job fairs for Veterans and those job fairs targeting minority groups.

2015 State African American Employment Plan Survey

Agency: Children and Family Services

Director/Secretary: Bobbie Gregg, Acting Direct

Submitted: 12/15/2014 3:18:00 PM

Certification: I Agree

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

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

220	Officials and Managers
638	Professionals
12	Technicians
0	Protective Service Workers
39	Para-Professionals
89	Office and Clerical
0	Skilled Craft Workers
4	Service-Maintenance

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

560	Officials and Managers
1,681	Professionals
29	Technicians
0	Protective Service Workers
91	Para-Professionals
234	Office and Clerical
2	Skilled Craft Workers
9	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

2,699

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

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

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: Include specific position titles that were filled externally.

We have held consistent with our underutilization goals expect in the category of para-professionals where we have increase from 0 to 1.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

We have increased from 0 to 1 in the category of para-professional.

How many Human Resources staff does your agency have?

26

How many of those Human Resources staff are minorities?

11

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

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 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 with 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 to analyze strategies to ensure improvement with respect to diversity. The committee consists of 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, a representative from the Division of Communications, and a representative from direct services.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

217

Please list the position titles.

PUBLIC SERVICE ADMIN. - OPT 2, FISCAL PUBLIC SERVICE ADMIN. - OPT 3, MIS/TELC
PUBLIC SERVICE ADMIN. - OPT 6, HMN.SERV PUBLIC SERVICE ADMIN. - OPT 7, LAW
ENF PUBLIC SERVICE ADMIN. - OPT 8L ATTORNEY PUBLIC SERVICE ADMIN-OPT 1 GEN
ADMIN PUBLIC SERVICE ADMIN-OPT 3,MIS/TEL (RC) PUBLIC SERVICE ADMIN-OPT 6
HUMAN (RC) PUBLIC SERVICE ADMIN-OPT 8 SPEC LIC PUBLIC SERVICE ADMIN-OPT 8N
SPEC LIC SENIOR PUBLIC SERVICE ADMINISTRATOR

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

How many Rutan interviews were conducted during the FY 14?

73

In how many Rutan interviews did African American interviewers participate?

51

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

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 promote the potential of various degrees and career opportunities in state government as well as training on the application process for state government positions. DCFS maintains an electronic mailbox for all inquiries regarding employment opportunities, recruitments, applications and general questions. DCFS also develops and produces recruitment/promotional literature for use when attending recruitment and 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 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 14.

284

Please list the position titles.

Child Welfare Senior Specialist Child Welfare Specialist Data Processing Specialist Day Care Licensing Rep II Executive I Executive II Executive Secretary III Human Resource Representative Human Resource Specialist Information Services Specialist I Information Systems Analyst II Management Operations Analyst II Office Administrator IV Office Assistant Office Associate Office Coordinator Para-Legal Assistant Public Service Administrator Reimbursement Officer I Senior Public Service Administrator Social Services Program Planner III Social Services Program Planner IV Technical Advisor II Technical Advisor III (RC)

How many of those were African American?

116

Please include job titles that were vacated by African Americans.

Account Technician I Accountant Administrative Assistant I Child Protection Adv Specialist Child Protection Specialist Child Welfare Adm Case Reviewer Child Welfare Adv Specialist Child Welfare Senior Specialist Child Welfare Specialist Executive I Executive II Executive Secretary III Human Resource Representative Office Administrator IV Office Assistant Office Associate Office Coordinator Para-Legal Assistant Public Service Administrator Senior Public Service Administrator Social Services Program Planner III Social Services Program Planner IV

Technical Advisor III (RC)

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

210

How many of those were African American?

67

What position titles were filled by African Americans?

Account Technician I Administrative Assistant I Child Protection Specialist Child Welfare Specialist Children & Family Service Intern Executive II Information Systems Analyst I Office Assistant Office Associate Office Specialist Para-Legal Assistant Public Service Administrator Reimbursement Officer I Senior Public Service Administrator Student Worker Technical Advisor II

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

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 addressed during evaluations of the employee and in developing future goals/objectives for the employee.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

161

How many of those were African American?

79

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

4

If your agency employed student workers/interns in FY 14, how many were African American?

3

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The department provides an opportunity for employees to participate in the annual African American Advisory Council Institute Day, Office of Employee Services workshop to learn about the hiring and promotional process and opportunities.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Random selection of candidates is used when inviting candidates to participate in the Rutan interview process. Candidates are selected based on the utilization needs of the position being filled and the desired education credentials desired for the position.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

None at this time.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Rochelle Crump

Title: Public Service Administrator

Is this person an Executive senior staff member?: No

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

African American Services engages in a wide variety of community outreach, advocacy, and training 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 and 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.

How many veterans were hired externally during the year?

17

How many were African American Veterans?

7

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

Participated in employment recruitment and resource fairs. Made recommendations to the diversity recruitment committee Presented information to qualified candidates regarding employment vacancies Forwarded resumes from candidates to the Office of Employee Services Counseled employees on employment promotion process and application competion 1. Further develop and expand recruitment strategies for all job positions, to include: • Working in conjunction with local educational institutions and organizations within communities of color to develop internship and mentorship/apprenticeship programs that allow for minority individuals to gain work skills and experience specific to county employment areas; • Advertising and distributing announcements through targeted professional associations; • Distributing job announcements to local and non-local educational institutions and organizations within communities of color; • Expanding outreach efforts through personal contacts to communities of color to enhance relationships and information sharing about county employment; • Continuing outreach to people of color and women through tabling at community cultural events and career fairs; • Developing relationships and presenting information on employment opportunities and job requirements to students involved in multi-cultural groups at local high schools; • Continuing

internal efforts to create a welcoming and supportive environment for all people. 2. Refine screening, interviewing, and selection procedures, to include:

- Establishing the "essential functions" criteria (outlined in the Diversity Implementation Plan) in evaluating all job classifications, and screening, interviewing, and selecting applicants; give preference for bi-lingual skills;
- Incorporating one or more diversity-related questions on all supplemental questionnaires and as part of interviews;
- Giving credit in screening applicants for language skills and multi-cultural experience when relevant to position;
- Ensuring that interview panels include diverse evaluators;
- Ensuring a consistent approach in screening and interviewing applicants within the same job category.

1. Complete the updating and developing of the computerized personnel system to provide for better applicant and employee tracking, and analysis of trends and patterns related to personnel actions. 2. Ensure that exit interviews are conducted to help in improving the retention of minorities and women. 3. Further develop the County's training program in diversity and related topics. 4. Complete the revision of the County's sexual harassment policy to an expanded

2015 State African American Employment Plan Survey

Agency: Civil Service Commission

Director/Secretary: Daniel Stralka

Submitted: 12/3/2014 1:30:00 PM

Certification: I Agree

Individual Information: Andrew Barris, Assistant Executive Director, 617 East Adams, Suite 801, Spfld, IL 62701, 217 782 7373, andrew.barris@illinois.gov

As of June 30, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

- 2 Officials and Managers
 - 0 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

3

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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
-

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: Include specific position titles that were filled externally.

Not applicable. The Civil Service Commission currently has only 3 employees and only 4 funded full time positions. No positions were filled in the last fiscal year, nor was there an attempt to fill a position or conduct an interview.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Not applicable. The Civil Service Commission currently has only 3 employees and only 4 funded full time positions. No positions were filled in the last fiscal year, nor was there an attempt to fill a position or conduct an interview.

How many Human Resources staff does your agency have?

0

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Not applicable. The Civil Service Commission currently has only 3 employees and only 4 funded full time positions. No positions were filled in the last fiscal year, nor was there an attempt to fill a position or conduct an interview.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

n/a

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Not applicable. The Civil Service Commission currently has only 3 employees and only 4 funded full time positions. No positions were filled in the last fiscal year, nor was there an attempt to fill a

position or conduct an interview.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

1

Please list the position titles.

Administrative Assistant II

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

n/a

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

What position titles were filled by African Americans?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Not applicable. The Civil Service Commission currently has only 3 employees and only 4 funded full time positions. No positions were filled in the last fiscal year, nor was there an attempt to fill a position or conduct an interview.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Not applicable. The Civil Service Commission currently has only 3 employees and only 4 funded full time positions. No positions were filled in the last fiscal year, nor was there an attempt to fill a position or conduct an interview.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Not applicable. The Civil Service Commission currently has only 3 employees and only 4 funded full time positions. No positions were filled in the last fiscal year, nor was there an attempt to fill a position or conduct an interview.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

Not applicable. The Civil Service Commission currently has only 3 employees and only 4 funded full time positions. No positions were filled in the last fiscal year, nor was there an attempt to fill a position or conduct an interview.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: n/a

Title: n/a

Is this person an Executive senior staff member?: n/a

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Not applicable. The Civil Service Commission currently has only 3 employees and only 4 funded full time positions. No positions were filled in the last fiscal year, nor was there an attempt to fill a position or conduct an interview.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

Not applicable. The Civil Service Commission currently has only 3 employees and only 4 funded full time positions. No positions were filled in the last fiscal year, nor was there an attempt to fill a position or conduct an interview. In addition, there is uncertainty as to the Commission's ability to fill the vacant position.

2015 State African American Employment Plan Survey

Agency: Commerce and Economic Opportunity

Director/Secretary: Director Adam Pollet

Submitted: 12/15/2014 4:39:00 PM

Certification: I Agree

Individual Information: Victoria D.Benn, DCEO Agency-Wide EO Compliance/Education & Training Manager, 500 East Monroe Street, R-8, Springfield, IL. 62701, 217/524-2997, Victoria.Benn@illinois.gov

As of June 30, 2014, 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, 2014, 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

408

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

FY14 African-American employee summary:	FY15 African-American employee summary:	19 –
Official/Managers	20 - Officials/Administrators	26 –
Professionals	28 - Professionals	2 – Para
Professionals	2 - Para Professionals	1 –
Office/Clerical	1 - Office/Clerical	0– Skilled Craft
Worker	0 - Skilled Craft Worker	0 - Service-
Maintenance	0 - Service-Maintenance	

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Officials/Administrators – African-Americans During FY14 two (2) African-Americans were hired into the Officials/Administrators EEO job category: 1-African-American Woman Deputy Directory/DCEO Office of Community Development - Region 1/Cook County One (1) highly qualified African-American Male Senior Policy Advisor to the Director/DCEO Office of the Director - Region 1/Cook County During this period no promotions occurred for highly qualified African-Americans within this EEO job category During FY14 two (2) African-American Officials/Administrators chose to voluntarily retire or separate by other means from state service: One (1) highly qualified African-American Male Deputy Director, DCEO Office of Equal Opportunity Monitoring & Compliance – Region 7/Sangamon County One (1) highly qualified African-American Woman Public Service Administrator, DCEO Office of Urban Assistance – Region 1/Cook County During the first Qtr. of FY15 one (1) African-American Woman was hired as a Public Service Administrator, Opt. 1, DCEO Office of Business Development – Region 7/Sangamon County

Professionals – African-Americans During FY14 three (3) African-Americans were hired into the Professional EEO job category: One (1) highly qualified African-American Male Information Services Specialist 2, Opt. A /DCEO Office of Information Management - Region 7/Sangamon County One (1) highly qualified African-American Woman Accountant Advanced/ DCEO Office of Financial Management - Region 7/Sangamon County One (1) highly qualified African-American Woman Public Administrative Intern /DCEO Office of the General Counsel – Region 1/Cook County During this period no promotions occurred for highly qualified African-Americans within this EEO job category During FY14 three (3) African-American Professionals chose to voluntarily retire or separate by other means from state service: One (1) highly qualified African-American Male Energy & Natural Resources Specialist II – Region 7/Sangamon County One (1) highly qualified African-American Woman Economic Development Representative I – Region 7/Sangamon County One (1) highly qualified African-American Woman Administrative Assistant I – Region 1/Cook County During the first Qtr. of FY15 two (2) African-Americans were hired in the Professional EEO Job Category One (1) highly qualified African-American Male Industrial Community & Development Representative I/ DCEO Office of Grants Management – Region 7/Sangamon County One (1) highly qualified African-American Woman Manpower Planner III, DCEO Office of Employment & Training – Region 4/Peoria County

How many Human Resources staff does your agency have?

6

How many of those Human Resources staff are minorities?

1

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

When DCEO' 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; Staff within the Office of Human Resources as well as DCEO' 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; 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 Deputy Director of Human Resources regarding the Department's responsibility to attract, hire or promote highly qualified African-Americans to the workforce. On a regular basis DCEO/EOMC identifies hiring authorities who are/are not up-to-date with their certification as Rutan interviewers. During FY14, the Department notified those staff members who are involved in the Rutan hiring process to participate in the 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. This information is monitored by DCEO/EOMC.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

20

Please list the position titles.

9 - PSA (6- Women; 3-Men) 11 - SPSA (4-Women; 7 Men)

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

9

How many Rutan interviews were conducted during the FY 14?

21

In how many Rutan interviews did African American interviewers participate?

3

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

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: Darryl Harris, Director, Dept. of Diversity Enhancement, Office of Governor Pat Quinn The Honorable State Representative La Shawn K. Ford of the 8th 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 State Agency EEO Managers - statewide Teresa Haley, President, Springfield Chapter of the National Association for the Advancement of Colored People (NAACP) Nina Harris, President/CEO, Springfield Urban League 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 Illinois Worknet 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 and workshops sponsored by universities, community colleges, trade associations and during annual conferences affiliated with statewide professional minority organizations as well as employment events scheduled by members of the Illinois General Assembly when our manpower and budget permit. DCEO was represented at the following Career/Job Fairs/Workshops, statewide conferences and special events/meetings: On 07-18-13, the Department participated during the Women Veteran's Fair sponsored by the Honorable State Representative Stephanie Kifowit, State Representative Linda Chapa LaVia and the Honorable State Senator Linda Holmes and Waubensee Community College in Aurora, IL On 09-26-13, the Department participated as a recruiter during the 36th Annual UIC Fall Diversity Job Fair, Chicago, Illinois. On 10-25-13, The Department participated at the 26th Annual Illinois Association of Hispanic State Employees (IAHSE) Training Conference held at the Hyatt Regency McCormick Place Hotel, Chicago, Illinois On 12-31-13, the Department responded to recruitment applicants that were interested in employment at DCEO. We also made sure the applicants became familiar with DCEO's website and mission, programs and services, our position titles, recruitment booklet and the SD Program. In addition, Likewise, to notify highly qualified applicants about our vacancies when they occur

based upon their educational background and work experience. On 01-20-14, the Department attended and networked with community leaders during the 39th Anniversary of the Springfield Club Frontiers International Annual Martin Luther King, Jr. Memorial Breakfast, Springfield, Illinois. On 02-09-14, The Department attended and networked with community leaders during the 93rd Annual Lincoln-Douglass Banquet sponsored by the Springfield Branch NAACP, Springfield, Illinois. On 03-27-14, the Department attended and networked with Asian-American undergrad, grad students and community leaders during the "Information & Application Workshop" sponsored by the Office of the Governor, CMS, and the Asian-American Employment Plan Advisory Council at the College of DuPage, Glen Ellyn, Illinois. As an active member of the Disability Hiring Initiative Committee (DHIC), DCEO along with other member state agencies assisted in the coordination and successful completion of two (2) State Employment Webinars for Persons with Disabilities. The first webinar was conducted on February 26, 2014, and 69 individuals participated. The second webinar was held on March 26, 2014, and 39 people attended in Springfield, Illinois. The Deputy Director, DCEO Office of Equal Opportunity Monitoring & Compliance (EOMC) assisted the DCEO Office of Women's Business Development during the Annual Women Business Owner's Symposium held at UIC, March 29, 2014, Chicago, Illinois. On June 24, 2014, the Department attended a 2-way video conference Minority Recruitment Strategy meeting hosted by CMS. Presentations were geared towards Personnel Managers, EEO Managers and Recruitment/Selection staff. On a regular basis DCEO identifies hiring authorities who are/are not up-to-date with their certification as Rutan interviewers. During FY14, the Department notified those staff members who are still involved in the Rutan hiring process to participate in the 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. 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 Community Development - Region 1/Cook County One (1) highly qualified African-American Male Senior Policy Advisor to the Director/DCEO Office of the Director - Region 1/Cook County One (1) highly qualified African-American Male Information Services Specialist 2, Opt. A /DCEO Office of Information Management - Region 7/Sangamon County One (1) highly qualified African-American Woman Accountant Advanced/ DCEO Office of Financial Management - Region 7/Sangamon County One (1) highly qualified African-American Woman Public Administrative Intern /DCEO Office of the General Counsel – Region 1/Cook County

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

Please list the position titles.

1- Account Clerk 1 1- Account Tech 2 1 - Accountant 1- Administrative Asst. 1 1- Administrative Asst. 2 1- Economic Development Representative I 1- Energy & Natural Resources Specialist II 1- Human Services Grants Coordinator II 1- Industrial & Community Development Rep. I 2- Information Systems Analyst II 1-Local Housing Advisor II 6- Manpower Planner III 3- Office Coordinators 1- Office Coordinator, Opt.2 8- PSA, Opt. 1 1- PSA, Opt. 3 10- SPSA 1- Storekeeper

How many of those were African American?

5

Please include job titles that were vacated by African Americans.

1- Administrative Asst. I 1- Economic Development Representative I 1- Energy & Natural Resources Specialist II 1-PSA 1- SPSA

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

34

How many of those were African American?

5

What position titles were filled by African Americans?

1- Accountant Advanced 1- Public Administrative Intern 2- SPSA 1- Information Services Specialist II, Opt. A

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

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 many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

7

How many of those were African American?

2

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Please see response to Question #11.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Random selection of candidates was not part of the open competitive interview process.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

At this time no recommendations were provided to DCEO by the AAEP Advisory Council or the Auditor General regarding recruitment of highly qualified African-Americans. However, DHR and CMS have worked together to implement and schedule a number of informative employment workshops throughout State of Illinois which increased the opportunity for applicants to better understand the state hiring process, meet recruiters and obtain state jobs. As a forethought DCEO would like to recommend the following: Both the AAEP, DHR and CMS work together to develop an electronic on-line training session for hiring authorities and HR personnel focusing on the history and importance of "EEO Compliance Law (under the Human Rights Act and Title VI and VII of the Civil Rights Acts). Both laws are positive mandates to promote the goal of an Inclusive Workforce; Also "Diversity" training should be mandatory within all state agencies, especially for hiring authorities and HR personnel, of which the current majority of staff are composed of non-minorities. One recommendation requested by DCEO and implemented during FY14 dealt with Rutan training being made available in the Chicago area, not just in Springfield, Illinois. In future, we hope the State of Illinois will consider increasing the number of highly qualified minorities as Human Resource Managers.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Yes. Victoria D. Benn

Title: DCEO Agency-wide Equal Opportunity Compliance/Education & Training/Recruitment Manager

Is this person an Executive senior staff member?: Not at this time.

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The ultimate responsibility for achieving equal employment opportunity within the department is through its Affirmative Action Plan and otherwise rests with the Director of the department both under the law and the principles of sound public administration; however, the Director has designated an DCEO Agency-wide Equal Opportunity Compliance Manager. The following are the duties of the DCEO Agency-wide EO Compliance Manager: 1. To develop the agency's affirmative action plan, goals and objectives; 2. To assist in identifying and solving EEO problems; 3. To design and implement internal audits and reporting systems for measuring the effectiveness of agency programs indicating need for remedial action, and determining the degree to which the agency's goals and objectives have been attained; 4. To serve as liaison between the agency and EEO enforcement authorities; 5. To serve as liaison between the agency minorities, women and disability organizations; 6. To inform management, employees and grantees of new developments in the EEO field; 7. To assist in the evaluation of employees and job applicants so that minorities, women and disabled persons are given equal employment opportunity; 8. To regularly confer with managers, supervisors and employees to assure that the agency's EEO policies are observed; 9. To advise managers and

supervisors if employment practices comply with the Human Rights Act; 10. To report to the Department all internal and external complaints of discrimination against the agency; 11. To advise in the investigation of internal and external complaints of discrimination as specified in Section 2520.790 (a & b) of these regulations; 12. At the request of the agency's Director or his designee, to direct agency staff in taking appropriate action to correct discriminatory practices identified by the Department and report to the Director or his designee on the progress of actions taken; 13. In conjunction with the filing of quarterly reports, to submit recommendations to the Director or his designee and the Department for improvements to the agency's Affirmative Action Plan; 14. If the agency is in noncompliance, as described in Section 2520.795 (c) (2), the agency shall work with Central Management Services to develop training programs for the preparation and promotion of the affirmative action group affected by the failure; 15. Reporting on and/or analyzing workforce analysis reports [2520.770 (a)], position vacancies [2520.770 (b)], quarterly reports [2520.770 (c)], federal compliance reports [2520.770 (d)], orders and settlements [2520.770 (e)], layoff reports [2520.770 (f)], reorganization reports [2520.770 (g)], hiring and promotion compliance monitors [2520.770 (h)], and exit questionnaires [2520.770 (i)]; 16. Evaluating tests, employment policies and practices and reporting to the Director or his designee regarding any such policies, practices and evaluation mechanisms that have adverse impact on minorities, women and the disabled. The Agency-wide EO Compliance Manager will also assist in the recruitment of minorities, women and people with disabilities; and 17. Provide counseling for any aggrieved employee or applicant for employment who believes that he or she has been discriminated against because of including but not limited to race, color, religion, sex, sexual orientation, national origin/ancestry, age, marital status, arrest record, military status, including veteran status, unfavorable discharge from military service, citizenship status and disability. 18. Review annual affirmative action plans, monitoring reports, and service patterns of DCEO grantees for compliance with state and Federal EO/AA rules and regulations. Provide corrective action measures when necessary. 19. Immediately notify the Director or his designee when unable to resolve employment practices or conditions which have or tend to have disparate impact on minorities, women or the disabled.

How many veterans were hired externally during the year?

5

How many were African American Veterans?

1

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

Please see response to Question #32.

2015 State African American Employment Plan Survey

Agency: Corrections

Director/Secretary: S.A. Godinez

Submitted: 12/15/2014 11:27:00 AM

Certification: I Agree

Individual Information: Karey Wanless, IDOC Personnel Manager, 1301 Concordia Court Spfld. IL 62794, 217-558-2200 ext 5010, Karey.Wanless@doc.illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

71	Officials and Managers
259	Professionals
39	Technicians
912	Protective Service Workers
15	Para-Professionals
34	Office and Clerical
9	Skilled Craft Workers
67	Service-Maintenance

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

358	Officials and Managers
1,346	Professionals
296	Technicians
7,625	Protective Service Workers
191	Para-Professionals
250	Office and Clerical
304	Skilled Craft Workers
680	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

11,352

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

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

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: Include specific position titles that were filled externally.

Our agency conducts a statistical analysis each quarter to monitor underutilization. Also both Hiring and Promotion monitors are reviewed to monitor if underutilization is being addressed in each Region. Based on the underutilization numbers, the focus was made during the hiring of correctional officer cadets to target African-American candidates.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes, the underutilization of African Americans has been reduced from the prior fiscal year in EEO Job Categories of Paraprofessionals and Skilled Craft.

How many Human Resources staff does your agency have?

76

How many of those Human Resources staff are minorities?

9

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO Officer reviews recommendations for hires, promotions or transfers completed on a Hiring and Promotion monitor prior to any commitments is made to fill the position. During FY14, Human Resource Representative Training was conducted for all Personnel staff in the Northern, Central and Southern Regions. Also, recruiters participate in job fairs and recruitment activities that target African Americans that are sponsored by educational institutions, community organizations and governmental entities. Recruiters are also trained to focus on underutilization in targeted areas.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

71

Please list the position titles.

(PERSONNEL NEEDS TO VERIFY THESE TITLES) Assistant Warden ATC Supervisor ATC Assistant Supervisor Community Outreach Administrator Deputy Commander Deputy Chief Deputy Director Information Officer Legal Advisor Legal Counsel Warden Parole Commander Recruitment Coordinator Record Officer

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

74

How many Rutan interviews were conducted during the FY 14?

176

In how many Rutan interviews did African American interviewers participate?

63

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Recruiters participate in recruitment fairs sponsored by the community and educational institutions, informational sessions/workshops focusing on the African American community. Also, provide the agency's Affirmative Action Plan annually.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

374

Please list the position titles.

PSA /PSA	Correctional Locksmith	Educator	
Accountant	Corr. Maintenance Craftsman	Executive II	Account
Tech	Corrections Medical Tech.	Executive Secretary	Administrative
Assistant	Corrections Nurse	Human Resource Rep	
Chaplain	Correctional Officer	Librarian	Corrections
Casework Supv	Correctional Officer Trainee	Office Administrator Spec	Correctional
Counselor	Corrections Parole Agent	Office Assistant	Corr. Food Service
Supervisor	Correctional Sergeant	Office Associate	Corr. Industry Lead Wk
Corr. Supply Supervisor	Office Coordinator	Correctional Lieutenant	Corr.
Vocational Instructor	Shift Supervisor		

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Administrative Assistant I	Corrections Sr Parole Agent	Research Assistant
Correctional Casework Supervisor	Correctional Sergeant	Correctional Clerk
II	Corrections Supply Supervisor	Correctional Counselor
Criminal Justice Specialist	Correctional Officer Trainee	Educator
Officer	Electrician	Correctional Lieutenant
II	Corrections Leisure Activity Spec	Human Resource Rep
Service Supervisor	Office Associate	Corrections Food
	Corrections Medical Technician	PSA/SPSA

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1,724

How many of those were African American?

88

What position titles were filled by African Americans?

Account Technician I	Executive Secretary I, II
Barber	Internal Security Investigator
Aide	Child Development
Associate	Office Assistant
Trainee	Correctional Casework Supervisor
	Office Coordinator
	Correctional Officer
	Shift

Supervisor Corrections Parole Agent Educator Executive II

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Staff opportunities for promotion exist within negotiated contractual language for Filling of Vacancies. The Upward Mobility Program is also available and encouraged within IDOC for career advancement.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

1,941

How many of those were African American?

330

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

6

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO Officer reviews recommendations for hires, promotions or transfers that are completed on Hiring and Promotion monitors prior to any commitments is made to fill the position.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Generally we start with the beginning of the list. Depending on the number of candidates on a particular list, we may choose a pattern of every one, or every other 2, or every other 3 etc.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

It was recommended that our agency continues to hire and promote African Americans to reach parity in the underutilized EEO categories.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Forrest Ashby and Fernando Chavarria

Title: Ashby-Recruitment Coordinator Chavarria - EEO/AA Officer

Is this person an Executive senior staff member?: Ashby-No Chavarria-Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Work directly with facility Wardens and Deputy Directors and connect the relationships with the African American leaders and Communities

How many veterans were hired externally during the year?

313

How many were African American Veterans?

12

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

The Recruitment Coordinator will continue to reach out to the African American population and encourage testing and applying for open positions.

2015 State African American Employment Plan Survey

Agency: Criminal Justice Information Authority

Director/Secretary: Jack Cutrone

Submitted: 12/15/2014 5:00:00 PM

Certification: I Agree

Individual Information: Luz Agosto, Associate Director, 300 W.Adams, Suite 200, Chicago, IL 60606, 312-793-8550, Luz.Agosto@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
10	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, 2014, provide the number of funded positions within each of the following EEOC categories:

21.5	Officials and Managers
40	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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

67.5

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

One Professional, African American Female was hired November 2014 One Professional, African American Female was hired October 2014. One Off/Mgr, African American Male was hired July 2014. One Office/Clerical, African American Female was laid off this fiscal year.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

2

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

N/A

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

Information Technology, Associate Director (PSA) Associate Director, Office of Administrative Services (SPSA)

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Internal Auditor Associate Director Criminal Justice Specialist, One, Option Two

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

Please list the position titles.

Office/Clerical

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Administrative Assistant

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

5

How many of those were African American?

3

What position titles were filled by African Americans?

Internal Auditor Criminal Justice Specialist One, Option Two Associate Director

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

N/A

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

1

How many of those were African American?

1

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

All CMS Training opportunities

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The Agency abides by the CMS hiring process.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

1

How many were African American Veterans?

1

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

N/A

2015 State African American Employment Plan Survey

Agency: Deaf and Hard of Hearing Commission

Director/Secretary: John Miller

Submitted: 12/3/2014 2:48:00 PM

Certification: I Agree

Individual Information: Patty Greene, Personnel Manager, 528 South 5th Street, Ste. 209, Spfld 62701, 217/557-4490, Patty.greene@illinois.gov

As of June 30, 2014, 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, 2014, 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

7

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

- 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
-

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: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

N/A

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

In addition to posting on the CMS Job Posting System, all job vacancies are posted to various deaf and disability organizations. Included among these is posting on the Chicago Land Black Deaf Advocates. When vacancies exist, IDHHC uses all forms available to recruit new employees including deaf events such as Deaf Nation and ADA Celebrations. Due to agency's limited headcount, no special internal employment programs are formed. However, all employees have direct access to the Personnel Manager, EEO Officer and Director to express any concerns. Additionally, the Personnel Manager posts all vacancies to a variety of disability and deaf organizations including the Chicago Land Black Deaf Advocates.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

0 positions were filled.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

0

Please list the position titles.

N/A

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

What position titles were filled by African Americans?

N/A

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

N/A

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

No Hires were made in FY14.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

None.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: No

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

IDHHC does not have any plans of hiring for 2015 due to budgetary constraints.

2015 State African American Employment Plan Survey

Agency: Developmental Disabilities Council

Director/Secretary: Sheila T. Romano

Submitted: 12/15/2014 11:43:00 AM

Certification: I Agree

Individual Information: Janinna Hendricks, Fiscal and Operations Director, 830 South Spring St.,
Springfield, IL 62704, 217-782-9696, Janinna.Hendricks@Illinois.gov

As of June 30, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

9

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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
-

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: Include specific position titles that were filled externally.

The Council is committed to hiring individuals from diverse backgrounds, including people with disabilities. No hires occurred during FY 14.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No hires, transfers and/or promotions were made during FY 14.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

1

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Council's Personnel Manager is responsible for ensuring that the Council is complying with the African American Employment Plan. No training materials were provided to administrative staff because no hires were made during FY 14.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Council made no hires in FY 14.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

0

Please list the position titles.

N/A

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

What position titles were filled by African Americans?

N/A

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increase the number of African Americans in supervisory and management positions.

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

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Council is parity and has no underutilization for any minority candidate category.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The Council is committed to hiring individuals from diverse backgrounds, including people with disabilities.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

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

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

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.

2015 State African American Employment Plan Survey

Agency: Emergency Management Agency

Director/Secretary: Jonathon Monken

Submitted: 12/15/2014 12:01:00 PM

Certification: I Agree

Individual Information: Kevin Moore, IEMA Labor Relations Administrator, 1035 Outer Park Dr.,
Springfield 62704, 217-782-3184, kevin.moore@illinois.gov

As of June 30, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

38	Officials and Managers
125	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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

201

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

N/A.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No change.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The IEMA EEO/AA officer oversees all related activity. There is no recruitment staff.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

Public Service Administrator

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

8

In how many Rutan interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The agency attempts to reach out to groups such as IAMG when vacancies are posted. IEMA also tries to participate in job fairs at State universities. No positions were filled in FY 14 by African American candidates.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

22

Please list the position titles.

Office Associate Public Service Administrator Nuclear Safety Health Physicist I Nuclear Safety Health Physicist II Executive I Nuclear Safety Engineer I Nuclear Safety Engineer II Nuclear Safety Senior Equipment Technician Nuclear Safety Administrator I Accountant Advanced Nuclear Safety Radiochemistry Lab Assistant Nuclear Safety Policy Analyst III Nuclear Safety Information Systems Specialist II Chief Internal Auditor

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

19

How many of those were African American?

0

What position titles were filled by African Americans?

N/A

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The agency participates in the upward mobility program. The agency also encourages employees to participate in seminars, workshops, professional and society organizational meetings and other professional development activities.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

HEMA has very few opportunities to hire using the open competitive hiring process.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

None.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

1

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

IEMA continues to address underutilization issues agency-wide as vacancies occur.

2015 State African American Employment Plan Survey

Agency: Employment Security

Director/Secretary: Jay Rowell

Submitted: 12/15/2014 3:39:00 PM

Certification: I Agree

Individual Information: Stanislav Volkhovsky / Betty Torres, Executive I / HR Manager, 33 S. State, Chicago, IL 60603, 312-793-9290 / 312-793-9330, Stanislav.Volkhovsky@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

60	Officials and Managers
274	Professionals
8	Technicians
0	Protective Service Workers
11	Para-Professionals
12	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

227	Officials and Managers
1,003	Professionals
15	Technicians
0	Protective Service Workers
35	Para-Professionals
19	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

1,301

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

Maintained zero underutilization despite regular loss of people through attrition, retirements, resignations, layoffs and reductions.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Number of African American Officials/Administrators decreased from 67 to 60 compared to the past fiscal year 2013. Professional category - decreased from 313 to 274 compared to the past fiscal year 2013. Technicians - decreased from 9 to 8 compared to the past fiscal year 2013. African American Paraprofessionals - stayed at 11 compared to the past fiscal year 2013. Office/Clerical category - decreased from 17 to 12 compared to the past fiscal year 2013. Service/Maintenance category - decreased from 4 to 2 compared to the past fiscal year 2013. There was a comparable decrease in overall workforce due to retirements, resignations, layoffs and reductions.

How many Human Resources staff does your agency have?

18

How many of those Human Resources staff are minorities?

14

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

EO Officer meets with Human Resources & provides them with the annual Affirmative Action Plan, including information on the underutilization when filling positions. The Department's EEO office participates in various training sessions given by the federal government, as well as the IDHR, including training on diversity in the workplace.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

60

Please list the position titles.

Public Service Administrators (including options) - MC & union; Senior Public Service Administrators (including options).

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

30

How many Rutan interviews were conducted during the FY 14?

77

In how many Rutan interviews did African American interviewers participate?

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Sharing IDES job postings w/job seekers in local offices that serve significant African American populations. IDES participated in and coordinated job fairs; took part in job & resource fairs, hosted by African American churches. 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.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

238

Please list the position titles.

Some of the titles include: Senior Public Service Administrators (including options); Public Service Administrators (including options) - MC & union; ES Field Office Supv. (full-time & intermittent); ES Program Reps (full-time & intermittent); ES Service Reps (full-time & intermittent); Hearings Referees (full-time & intermittent); UI Revenue Analysts (full-time & intermittent); ES Specialists; ES Tax Auditors; Administrative Assistants; Veteran Employment Reps; UI Special Agent; HR Rep. ; Information System Analysts; Storekeeper II; Maintenance Equipment Operator; Check Issuance Machine Operator; Data Processing Specialist.

How many of those were African American?

76

Please include job titles that were vacated by African Americans.

Some of the titles include: Senior Public Service Administrators (including options); Public Service Administrators (including options) - MC & union; ES Field Office Supv. (full-time & intermittent); ES Program Reps (full-time & intermittent); ES Service Reps (full-time & intermittent); Hearings Referees; UI Revenue Analysts; ES Specialists; Administrative Assistants; Veteran Employment Reps; UI Special Agent; HR Rep. ; Information System Analysts; Storekeeper II; Maintenance Equipment Operator; Check Issuance Machine Operator; Data Processing Specialist.

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

44

How many of those were African American?

12

What position titles were filled by African Americans?

Some of the titles include: Public Service Administrator; ES Program Reps (full-time & intermittent); UI Revenue Analysts II; Veteran Employment Reps II.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

IDES supports & promotes training conducted by the agency trainers; encourages staff training at DHR and other state & federal agencies; 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 many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

34

How many of those were African American?

18

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

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.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Agency's random selection process for an Open Competitive List usually consists of selecting every other candidate, or every third candidate.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

No recommendations were provided.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: None

Title: None

Is this person an Executive senior staff member?: None

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

9

How many were African American Veterans?

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

Will continue community outreach by participating in and coordinating job fairs; taking part in job & resource fairs, hosted by African American churches; sharing IDES job postings w/job seekers in local offices that serve significant African American populations. 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. IDES will continue its veteran outreach program, providing information on state jobs, including in IDES.

2015 State African American Employment Plan Survey

Agency: Environmental Protection Agency

Director/Secretary: Lisa Bonnett

Submitted: 12/12/2014 11:05:00 AM

Certification: I Agree

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

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

131	Officials and Managers
542	Professionals
47	Technicians
0	Protective Service Workers
42	Para-Professionals
57	Office and Clerical
0	Skilled Craft Workers
4	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

813

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

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

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: Include specific position titles that were filled externally.

The Agency hired 1 AA female and 2 AA male professionals and 1 AA male and 1 AA female clerical in Region 7 during FY 14. The Agency achieved parity for AA professionals in Region 7 during FY 14.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an increase in AA male professionals from 18 to 21 and an increase in AA female professionals from 7 to 9. There was an increase in AA male technicians from 6 to 7. There was an increase in AA male clerical from 3 to 4 and increase in AA female clerical from 4 to 5.

How many Human Resources staff does your agency have?

4

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Office of Human Resources, the personnel liaisons of each Bureau, The Director 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 related to achieving parity. The Agency has encouraged a number of AA employees to become Rutan certified and participate in interviews.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

5

Please list the position titles.

3 Public Service Administrators 2 Senior Public Service Administrators

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

4

How many Rutan interviews were conducted during the FY 14?

83

In how many Rutan interviews did African American interviewers participate?

19

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The EEO/AA officer works with the office of Human Resources by sharing underutilization information. In addition to developing the African American Employment Plan, the Agency attends CMS workshops, diversity fairs and recruits at college job fairs and invites as many African Americans as possible from the open competitive list to interviews. The position titles that were frequently filled are from the "professional" category including Environmental Protection Engineer, Environmental Protection Specialist, Chemist, Accounting & Fiscal Administrative Career Trainee. As previously noted, the Agency hired 2 male AA professionals and 1 female AA professional as well as 1 AA male and 1 AA female clerical.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

37

Please list the position titles.

SPSA, PSA, Office Assistant, Environmental Protection Engineer III, Environmental Protection Specialist III and IV, Chemist II, Environmental Protection Associate, Accountant, Technical Advisor III, Vehicle Emission Compliance Inspector, Lab Associate I.

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Lab Associate

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

52

How many of those were African American?

5

What position titles were filled by African Americans?

Environmental Protection Specialist, Accounting & Fiscal Administrative Career Trainee, Office Associate, Office Assistant.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Bureaus within the Agency offer training on various topics to all employees. Upward Mobility, CMS and Capital City Center offer training and classes to all employees. The Agency also offers tuition reimbursement and professional certification to all employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

6

How many of those were African American?

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

40

If your agency employed student workers/interns in FY 14, how many were African American?

6

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO/AA Officer works with the Office of Human Resources by sharing underutilization information. The EEO/AA Officer also reviews hiring monitors to confirm that during the open competitive hiring process minorities are invited to interview.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

In those instances where random selection is part of the open competitive invitation, the Agency invites as many minorities as possible in conjunction with the specific underutilization for the EEO category of that job title.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

N/A

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

9

How many were African American Veterans?

1

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

N/A

2015 State African American Employment Plan Survey

Agency: Executive Ethics Commission

Director/Secretary: Chad Fornoff

Submitted: 12/11/2014 2:58:00 PM

Certification: I Agree

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

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
10	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, 2014, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

74

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an increase of 1 African American employee in the Office/Clerical category (this employee was promoted to Director of Human Resources and is thus currently reflected in the Professionals Category)

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEC strives to have a diverse workforce. The EEC is exempt from the Personnel Code and has no Coded positions, so many if not all of the mandates are inapplicable.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

Note - The EEC appoints four independent Chief Procurement Officers that are confirmed by the Senate. One of the Senior State Purchasing Officers is African American and reports to the CPO for General Services.

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The EEC sends job openings to the NAACP and extends invitations to submit candidates. No

position titles at the EEC are "frequently." The majority of employees receive 5 year term appointments.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

10

Please list the position titles.

2 State Purchasing Officers 3 Procurement Compliance Monitors 2 Procurement Compliance Monitor Trainees Human Resources Director Small Business Specialist IT Systems Analyst

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Small Business Specialist

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

10

How many of those were African American?

2

What position titles were filled by African Americans?

Executive Assistant (promoted to HR Director) Procurement Compliance Monitor Trainee

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

All State Purchasing Officers and Procurement Compliance Monitors are given paid time off and are encouraged to attend training provided by the National Institute of Government Purchasing. SPOs and PCMs are also given paid time off for attending conferences.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEC has experienced underutilization in any minority category. The HR Department submits

job postings to LULAC and NAACP in an effort to recruit qualified candidates.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

None

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: No

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

2

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

The EEC will continue to post job postings with the NAACP and directly contact entities and agencies to seek candidates as job openings occur.

2015 State African American Employment Plan Survey

Agency: Financial and Professional Regulation

Director/Secretary: Acting Secretary Manuel Flo

Submitted: 12/17/2014 10:21:00 AM

Certification: I Agree

Individual Information: Vivian Toliver, PSA 1, James R. Thompson Center, 100 W. Randolph St., Suite 9-300, Chicago, IL, 312-814-1764, vivian.toliver@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

132	Officials and Managers
327	Professionals
11	Technicians
0	Protective Service Workers
58	Para-Professionals
22	Office and Clerical
1	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

450

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

IDFPR does not conduct any studies or monitoring programs specifically geared towards African-Americans. All employees are encouraged to attend CMS training classes. Although IDFPR does not provide college tuition reimbursement for employees, it does provide registration fees for training courses.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Officials/Manager increased from the last period of 11 and is now 13; Professionals increased from the last period of 42 employees to 45; and Office/Clerical decreased from the last period of 6 employees, to 5. The increases came from the hiring of three employees. The decreases are from employees leaving due to retirement, death, accepting new positions, and being released from employment.

How many Human Resources staff does your agency have?

42

How many of those Human Resources staff are minorities?

5

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

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

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

13

Please list the position titles.

Senior Public Service Administrators and Public Service Administrators

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan interviews were conducted during the FY 14?

102

In how many Rutan interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

All job openings are posted on the agencies job boards for the mandated period. In addition, postings are e-mailed to The Chicago Urban League; Rep. LaShawn Ford's Workplace; & Liaisons for both the IL Department of Employment Security and, IL Department of Human Rights who in turn e-mails them to EEO Officers of other agencies to post on their job boards. Office Clerk (0); Officials/Manager (0); Health Service Investigator (1); Office Associate (1); Technical Advisor (1); Real Estate Investigator (1); Office Coordinator (1); Senior Public Service Administrator (0); Public Service Administrator (0); and Student Worker (1).

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

57

Please list the position titles.

Administrative Assistant; Public Service Administrator; Office Coordinator; Official/Manager; Senior Public Service Administrator; Bank Examiner 3; Information Service Specialist 2; Health Services Investigator; Technical Advisor 2; Financial Institutions Examiner 3; Data Processing Technician; Office Associate; Criminal Intelligence Analyst 2; Executive 1; Drug Compliance Investigator; and, Real Estate Investigator.

How many of those were African American?

7

Please include job titles that were vacated by African Americans.

Administrative Assistant; Health Services Investigator; Bank Examiner 3; Office Associate; and Senior Public Service Administrator.

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

76

How many of those were African American?

6

What position titles were filled by African Americans?

Health Services Investigator; Office Associate; Real Estate Investigator; Technical Advisor; Office Coordinator; and Student Worker.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

See question No. 7.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

13

How many of those were African American?

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

31

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

All Hiring and Promotion Monitors are checked to see if the category is underutilized. If the category is underutilized, Shared Services outlines the actions taken to include as many gender and/or race applicants from the CMS open and competitive list as possible.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

All open bargaining positions are posted on IDFPR's job boards for the mandated length of time. Current State employees can bid on the open position and Shared Services will check to see if they are eligible. Also, the posting is e-mailed to the Liaisons for both the IL Department of Employment Security and the IL Department of Human Rights for posting on their job boards. Also, the Liaisons e-mail the posting to the EEO Officers of other agencies to post on their boards. If all the current State employees who bid on the position were not eligible and/or turned down the position after an interview, then Shared Services will request a list of candidates from CMS' open and competitive list. IDFPR's underutilization report is consulted to include as many gender and/or race applicants from the CMS open and competitive list as possible. The agency underutilization report is consulted to include as many gender and/or race as possible from the CMS open and competitive list.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

There were no recommendations.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: No

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

14

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

Please see question No. 7.

2015 State African American Employment Plan Survey

Agency: Gaming Board

Director/Secretary: Mark Ostrowski

Submitted: 12/11/2014 2:21:00 PM

Certification: I Agree

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

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

3	Officials and Managers
17	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, 2014, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

164

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

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

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

In Fiscal Year 2013, IGB employed 21 African Americans. In Fiscal Year 2014, we employed 20 African Americans, so we had the reduction of one employee. This employee elected to transfer to another state agency.

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The IGB relies heavily on Shared Services to follow all rules and regulations of the hiring process. The IGB Administrator and EEO Officer review and sign all hiring and promotional monitors, and Shared Services maintains the appropriate documentation to support all hires.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

3

Please list the position titles.

Senior Public Service Administrators, and Public Service Administrators

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

69

In how many Rutan interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The IGB EEO Officer coordinates the recruitment efforts of IGB, as well as coordinates outreach efforts with Shared Services and CMS. This includes the participation in various job fairs. Outside

of the handful of Merit Comp employees, all other positions are covered by a collective bargaining agreement. Most of our vacancies are filled internally or within state government. A title that is often hired externally are Gaming Licensing Analysts and Gaming Special Agent Trainees and Agents. We hired one Public Service Administrator who is an African American female.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

14

Please list the position titles.

Public Service Administrator, Opt. 8C, 8L Administrative Assistant II Account Tech I Gaming Special Agent Senior Public Service Administrator, Opt. 1 Gaming Licensing Analyst Office Clerk

How many of those were African American?

2

Please include job titles that were vacated by African Americans.

Administrative Assistant II Office Clerk

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

19

How many of those were African American?

1

What position titles were filled by African Americans?

Public Service Administrator, Opt. 8C

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

CMS sponsors various career enhancement and self development programs to the State of Illinois at no cost. Additionally, IGB has a semi-automatic promotional ladder that was negotiated for the titles of a Gaming Special Agent Trainee to a Gaming Special Agent (1 year), and then a Gaming Special Agent to a Senior Gaming Special Agent (3 years).

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

7

How many of those were African American?

2

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

IGB participates in various job fairs when feasible. While we are not underutilized by African Americans, we recommend to all interested candidates to seek a grade from CMS in order to be considered for future employment opportunities.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

It depends on the number of vacancies, how many veterans are eligible, and how many "A" grades there are on the list. If the list is large, Shared Services will requisition a list based on a consistent pattern.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

IGB has not received any recommendations from any entity listed above.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Karen Weathers

Title: EEO Officer

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

No specific duties have been performed regarding specific involvement with the African American community. However, Ms. Weathers is the designated contact for all recruitment efforts of the IGB.

How many veterans were hired externally during the year?

2

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

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

2015 State African American Employment Plan Survey

Agency: Guardianship and Advocacy Commission Director/Secretary: Mary Milano

Submitted: 12/15/2014 3:15:00 PM

Certification: I Agree

Individual Information: Bobbie Fox, Director, Human Resources, 160 N. LaSalle Street, Room 500,
312-793-5335, bobbie.fox@illinois.gov

As of June 30, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

20	Officials and Managers
78	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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

107

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

GAC is not underutilized in the African American category. We are a small agency and are limited in our funding for items outside of needs and personal expenses.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an increase of 1 in the professional category. We follow CMS rules and the AFSCME contract in hiring. All of these employees were promotions or transfers from other state of Illinois agencies.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Lack of funding prohibit GAC from setting aside line item for such employment strategies. However, recruitment staff are have been informed of our Affirmative Action Plan and the Upward Mobility Program.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

5

Please list the position titles.

4 - SPSA's 1 - PSA

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

6

How many Rutan interviews were conducted during the FY 14?

5

In how many Rutan interviews did African American interviewers participate?

5

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Currently, the agency is not underutilized in African American staff in any EEOC category. 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.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

3

Please list the position titles.

Guardianship Representatives

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

None

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

3

How many of those were African American?

1

What position titles were filled by African Americans?

Guardianship Representative

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Lack of funding prohibit us from setting aside line item for such programs, however employees are made aware of the State's Upward Mobility Program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

4

How many of those were African American?

1

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Due to AFSCME contract hiring rules, we rarely get to the open competitive list. However, if we are able to hire from the Open Competitive list, the EEO Officer must review and sign off on the hiring monitor before the hire is finalized.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

We did not have the opportunity to go to the open competitive list for interviews.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

We were not given any recommendations, however 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 American s in any category.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

GAC does not have an African American liaison.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

There are no recommendations at this time.

2015 State African American Employment Plan Survey

Agency: Healthcare and Family Services

Director/Secretary: Julie Hamos

Submitted: 12/10/2014 4:16:00 PM

Certification: I Agree

Individual Information: Derrick L. Davis, Sr., Chief EEO/AA Officer, 401 S. Clinton, Chicago, IL 60607, (312) 6793-4322, derrick.davis@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

35	Officials and Managers
215	Professionals
3	Technicians
0	Protective Service Workers
105	Para-Professionals
11	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

466	Officials and Managers
1,287	Professionals
44	Technicians
0	Protective Service Workers
437	Para-Professionals
154	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

2,036

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

5	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

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: Include specific position titles that were filled externally.

While HFS' EEO/AA Office monitors the hiring process to ensure mandated compliance, overwhelmingly, positions are filled within constraints beyond the control of our monitoring. The success of our internal monitoring with respect to employment of African Americans is directly proportionate to the limited opportunities to make decisions independent of factors such as bargaining unit considerations or veteran's preference. Specifically, the titles most frequently called for and filled within HFS are subject to bargaining unit provisions. We are most assuredly open to methods to increase targeted hiring/recruitment.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Officials/Administrators decreased from 9.1% to 9% of the total category from the prior year.
Professionals increased from 18.4% to 18.5% of the total category from the prior year.
Technicians decreased from 8.1% to 7.5% of the total category from the prior year. Para-Professionals decreased from 33.2% to 29.6% of the total category from the prior year.
Office/Clerical decreased from 10% to 8% of the total category from the prior year.

How many Human Resources staff does your agency have?

22

How many of those Human Resources staff are minorities?

4

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO/AA Office monitors documentation pertinent to employment throughout the selection and recruitment process to ensure compliance with legislative mandates. While no specific training has been provided to Recruitment and EEO staff regarding targeted recruitment of African Americans, the EEO Office, Recruitment Office and the Personnel Office has placed an emphasis on targeting/reaching out to organizations whose memberships and makeup are from the underrepresented groups including African Americans in an effort to increase the pool of potential candidates for vacancies within those groups.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

35

Please list the position titles.

Senior Public Service Administrator Public Service Administrator

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

8

How many Rutan interviews were conducted during the FY 14?

858

In how many Rutan interviews did African American interviewers participate?

181

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

No specific initiatives nor specific recruiting plan was implemented to fill positions either internally or externally.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

258

Please list the position titles.

SPSA; PSA; Office Assistant; Office Associate; HFSN; Child Support Specialist I & II; Child Support Trainee; Office Coordinator; Office Specialist; Accountant; Account Technician I; Accountant Advanced; Executive I & II; Office Associate; Management Operations Analyst; Information Systems Analyst I & II; Information Services Specialist II; Program Integrity Auditor I & II; Public Aid Investigator Trainee; Public Aid Investigator; Human Services Caseworker; Administrative Assistant I; Medical Assistant Consultant III; Public Administration Intern; Office Clerk; Office Administrator IV; Secretary I; Legal Secretary; Medical Administrator; Public Aid Quality Control Reviewer

How many of those were African American?

55

Please include job titles that were vacated by African Americans.

SPSA; PSA; Office Assistant; Office Associate; HFSN; Child Support Specialist I & II; Child Support Trainee; Office Coordinator; Office Specialist; Executive I & II; Office Associate; Program Integrity Auditor I & II; Public Aid Investigator Trainee; Human Services Caseworker; Administrative Assistant I; Office Clerk; Office Administrator IV; Medical Administrator; Public Aid Quality Control Reviewer

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

256

How many of those were African American?

46

What position titles were filled by African Americans?

SPSA; PSA; Office Assistant; Office Associate; Child Support Specialist I & II; Child Support Trainee; Office Coordinator; Office Specialist; Executive I & II; Office Associate; Program Integrity Auditor I & II; Public Aid Investigator Trainee; Public Aid Investigator; Human Services Caseworker; Administrative Assistant I; Public Administration Intern; Office Clerk; Office Administrator IV; Secretary I; Public Aid Quality Control Reviewer

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Currently, there are no promotional programs (excluding the Upward Mobility Program) designated to career ladder enhancement specific to individual groups of employees. HFS recently entered into an agreement with a local university graduate internship program to enhance our ability to attract minority management applicants.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

5

How many of those were African American?

1

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

N/A

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

We always ensure that we utilize a consistent pattern of selection for each process (i.e. alternating candidates; selecting all candidates or the first and the last candidate on each page, etc.). The exact methodology varies depending on the number of candidates and how many positions there are to interview.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

N/A

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: No

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

69

How many were African American Veterans?

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

HFS will continue to attempt to create a network with African American community organizations to increase awareness of potential employment opportunities and maintain a database of viable candidates for consideration when opportunities arise to hire.

2015 State African American Employment Plan Survey

Agency: Historic Preservation

Director/Secretary: Amy Martin

Submitted: 12/18/2014 11:25:00 AM

Certification: I Agree

Individual Information: Dawn DeFraties, Human Resources Director, 313 S. 6th Street; Springfield, IL 62701, 217.785.7948, Dawn.DeFraties@Illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

164

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

During FY14, IHPA hired two Senior Public Service Administrators in the Officials/Administrator category and one PAI in the Professional category

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an increase of two in the Official/Administrator and one in the Professional EEO categories.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Clearly communicate compliance mandates prior to each interview. EEO Officer regularly communicates and reports underutilization information to selection & recruitment and interviewing administrative staff.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

3

Please list the position titles.

3 SPSAs

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

250

In how many Rutan interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Continually monitoring and discussing underutilization categories. Clearly communicate compliance mandates prior to each interview. EEO Officer regularly communicates and reports underutilization information to selection & recruitment and interviewing administrative staff. Widely distribute job postings. There was one intern position filled during the fiscal year; the

selected candidate was African American. Senior Public Service Administrators were frequently filled; two of the five selected candidates were African American.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

27

Please list the position titles.

Building & Grounds Laborer Building & Grounds Lead 1 Executive I Executive 2 Iconographer
ISA 1 Librarian 1 Ranger Senior Public Service Administrator Site Service Coordinator 1 Site
Interpreter Site Service Specialist 1 Site Service Specialist 2 Site Technician 2 Staff
Development Specialist Site Superintendent Stationary Engineer Volunteer Services
Coordinator I

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

0

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

23

How many of those were African American?

3

What position titles were filled by African Americans?

Building & Grounds Laborer Historical Research Specialist Private Secretary Project Designer
Public Administration Intern Senior Public Service Administrator Site Interpreter Site
Superintendent I Site Technician 2

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Upward Mobility Program. Training for personal and professional growth is offered to IHPA employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

2

If your agency employed student workers/interns in FY 14, how many were African American?

2

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Wide distribution of job postings and recruitment.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

n/a

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

n/a

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: n/a

Title: n/a

Is this person an Executive senior staff member?: n/a

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

n/a

How many veterans were hired externally during the year?

9

How many were African American Veterans?

1

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

Continue monitoring underutilization numbers. Continue recruitment efforts and communication with senior staff and recruitment and selection.

2015 State African American Employment Plan Survey

Agency: Human Rights Commission

Director/Secretary: Keith Chambers

Submitted: 12/15/2014 9:11:00 AM

Certification: I Agree

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

As of June 30, 2014, 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
2	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

6	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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

23

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

not applicable

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

non.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

1

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

n/a

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

3

Please list the position titles.

Executive Director Chief Financial Officer General Counsel

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

3

How many Rutan interviews were conducted during the FY 14?

1

In how many Rutan interviews did African American interviewers participate?

2

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

non.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

1

Please list the position titles.

Admin Assistant 1

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

non.

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

1

What position titles were filled by African Americans?

Tech. Advisor II

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

non.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

4

If your agency employed student workers/interns in FY 14, how many were African American?

2

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

none

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

none.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

none.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: n/a

Title: n/a

Is this person an Executive senior staff member?: n/a

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Agency does not have such a representative.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

n/a

2015 State African American Employment Plan Survey

Agency: Human Rights Department

Director/Secretary: Rocco J. Claps

Submitted: 12/16/2014 10:19:00 AM

Certification: I Agree

Individual Information: Bobbie Wanzo, Deputy Director, 100 W. Randolph, Suite 10-100, Chicago, Illinois 60605, 312-814-6245, Bobbie.Wanzo@Illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

29	Officials and Managers
94	Professionals
4	Technicians
0	Protective Service Workers
7	Para-Professionals
18	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

142

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

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

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: Include specific position titles that were filled externally.

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 Fiscal Year 2014, the Department was underutilized in the "Professional" category by (3). There was no underutilization in any other EEO category. As of June 30, 2014, approximately 37% of its actual headcount was African American.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an increase of (9) in the "Professionals" category and an increase of (2) in the "Office and Clerical" category. There was a decrease of (1) in the "Officials and Managers" category. The "Technicians" and "Para-Professionals" categories remained the same.

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

2

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Department's Chief Legal Counsel, Human Resource staff and Department EEO/ AA 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 Department staff and other public and private entities on Diversity Awareness.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

7

Please list the position titles.

Senior Public Service Administrator Public Service Administrator

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

7

How many Rutan interviews were conducted during the FY 14?

30

In how many Rutan interviews did African American interviewers participate?

9

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

While there are a number of position titles which participate, there is a position title 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 position 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 vacancies. In an effort to recruit individuals to address the Department's EEO categories, the Department participates in a number of activities including the following: workshops; seminars; conferences; job fairs; partnerships with community organizations; partnerships with non-profit organizations, etc.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

10

Please list the position titles.

Human Rights Investigator

How many of those were African American?

4

Please include job titles that were vacated by African Americans.

Human Rights Investigator

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

11

How many of those were African American?

5

What position titles were filled by African Americans?

Human Rights Investigator Technical Advisor Office Associate

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

1. The Department Human Resource staff meet regularly with the Department Director to review the Department's staffing pattern and strategy for hiring African American employees. 2. The Department 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. 4. The Department has employees

who participate in the Upward Mobility Program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

12

How many of those were African American?

3

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

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 Department 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.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Selection is made based on the CMS Personnel guidelines for requesting the open competitive list and candidates from the open competitive list. The method of random selection of candidates on the open competitive list depends on the number of candidates on the open competitive list, however, it is normally based on a numerical calculation.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

The Department staff continues to work closely with CMS' Bureau of Personnel staff on the hiring and promotion process, diversity programs and recruitment efforts. The Department staff continues to work with CMS Bureau of Personnel staff 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.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Bobbie Wanzo and Kim White

Title: Senior Public Service Administrator

Is this person an Executive senior staff member?: Yes, both individuals are members of the Executive Committee

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and 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 as well as outreach. Both individuals are policy makers and make staffing recommendations.

How many veterans were hired externally during the year?

2

How many were African American Veterans?

2

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

The Department continues to improve its website; 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.

2015 State African American Employment Plan Survey

Agency: Human Services

Director/Secretary: Michelle Saddler

Submitted: 12/17/2014 9:20:00 AM

Certification: I Agree

Individual Information: Luis Martinez, Bureau Cheif, 401 S. Clinton, 3rd Floor, Chicago, 312-793-2593, luis.m.martinez@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

234	Officials and Managers
2,233	Professionals
1,910	Technicians
42	Protective Service Workers
170	Para-Professionals
256	Office and Clerical
0	Skilled Craft Workers
238	Service-Maintenance

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

234	Officials and Managers
2,233	Professionals
1,910	Technicians
42	Protective Service Workers
170	Para-Professionals
256	Office and Clerical
0	Skilled Craft Workers
238	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

14,320

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

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

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: Include specific position titles that were filled externally.

FY13 total African American underutilization = 22 FY14 total African American underutilization = 26 FY15 total African American underutilization = 22 Underutilization in the majority of the EEO categories evidenced slight increases and decreases this year. IDHS' Bureau of Civil Affairs does not currently track titles only EEO categorical data. Underutilization Summary:
Officials/Managers - decreased by 4 and brought to parity Professionals - continues to be at parity Technicians - continues to be at parity Protective Services - increased by 1 Para-Professionals - decreased by 3 Office/Clerical - increased by 3 Skilled Craft - DHS no longer uses titles in this category Service Maintenance - decreased by 1

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

FY13 total African American underutilization = 22 FY14 total African American underutilization = 26 FY15 total African American underutilization = 22 Most of the EEO categories evidenced slight increases and decreases in the underutilization from last year. The only explanation we have is that the population data shows an increase of persons in this affirmative action group in the areas where there are Colleges and Universities and this is where the underutilization increases were found. The Department of Human Rights (DHR) issued new rules that change the DHR regions from 11 to 10, and all new regions will have different counties than they had previously. This change will take effect July 1, 2015 (FY16). The purpose of the change in regions is to better reflect commuting patterns for work and labor force availability purposes and to be consistent with the economic regions used by the Department of Commerce and Economic Opportunity.

How many Human Resources staff does your agency have?

93

How many of those Human Resources staff are minorities?

25

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

IDHS has a centralized Recruitment and Selection Unit responsible for all hiring. Hiring staff use EEO Monitors and Underutilization Summaries. Additionally, IDHS, through its Recruitment, Hiring and Discipline Committee conducts monthly meetings to discuss and monitor all legislative mandate of the African American Employment Plan. BRS' Technician Selection Program maintains and reports on the number of minority applicants recruited and eligible for employment as a Mental Health Technician Trainee through the Recruitment, Hiring and Discipline Committee and to the Executive level of the organization.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

234

Please list the position titles.

The number above is reflective of the African American employees in PSA and SPSA titles.

Executive positions fall under the Professional category, which encompasses a large number of job titles. DHS' Bureau of Civil Affairs does not currently track titles only EEO categorical data.

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

178

How many Rutan interviews were conducted during the FY 14?

1,307

In how many Rutan interviews did African American interviewers participate?

8

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

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 partnership, including e-blasts to the above mentioned groups. As for titles filled, IDHS' Bureau of Civil Affairs does not currently track titles only EEO categorical information.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

686

Please list the position titles.

Administrative Assistant I & II Accountant Accountant Advanced Account Technician I & II Activity Therapist Activity Therapist Coordinator Clinical Psychologist Cook I & II Dentist II Dietary Manager II Disability Claims Adjudicator I & 2 Disability Claims Adjudicator Trainee Disability Claims Analyst Educator Educator Aide Executive I & II Executive Secretary I & III Guard II Habilitation Program Coordinator Hearing and Speech Specialist Hearing and Speech Technician II Health Facilities Surveillance Nurse Health Information Associate Health Information Technician Human Service Caseworker Human Service Caseworker Manager Human Resource Associate Human Resource Specialist Information System Analyst I & II Licensed Practical Nurse II Maintenance Equipment Operator Management Operations Analyst II Medical Administrator I & II Methods and Procedures Career Associate I Mental Health Administrator I Mental Health Recovery Support Specialist I Mental Health Specialist I & II Mental Health Specialist Trainee Mental Health Technician I, II, III, IV & V Mental Health Technician Trainee Office Administrator III, IV & V Office Assistant Office Associate Office Clerk Office Coordinator Office Specialist Public Aid Eligibility Assistant Pharmacy Technician Pharmacy Lead Technician Physician Physician Specialist Public Service Administrator Psychologist II & III Radiologic Technologist Rehabilitation Case Coordinator I & II Rehabilitation Counselor Rehabilitation Counselor Senior Rehabilitation Counselor Trainee Rehab Mobility Instructor Rehab Serve Advisor I Rehab Workshop Instructor II Reimbursement Officer I Reproduction Service Technician II Residential Care Worker Residential Services Supervisor Registered Nurse I & II Security Therapy Aide I, II, III, & IV Security Officer Security Officer Sergeant Security Therapy Aide Trainee Social Service Career Trainee Social Service Program Planner III Social Worker II & III Senior Public Service Administrator Staff Development

Specialist I Staff Pharmacist Storekeeper I & III Stores Clerk Support Service Coordinator I & II
Support Service Lead Support Service Worker Switchboard Operator I

How many of those were African American?

220

Please include job titles that were vacated by African Americans.

Administrative Assistant I Cook II Educator Aide Executive I & II Guard II Habilitation Program
Coordinator Hearing & Speech Specialist Human Service Caseworker Human Service
Caseworker Manager Licensed Practical Nurse II Mental Health Specialist II Mental Health
Technician I, II, III & IV Mental Health Technician Trainee Office Administrator IV Office
Assistant Office Associate Office Clerk Public Aide Eligibility Assistant Physician Specialist
Public Service Administrator Rehabilitation Case Coordinator I & Senior Rehab Services
Advisor Rehab Workshop Instructor II Reimbursement Officer I Residential Care Worker
Registered Nurse I & II Security Therapy Aide I & II Security Officer Security Therapy Aide
Trainee Social Service Career Trainee Senior Public Service Administrator Storekeeper III
Support Service Worker

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires
from the Open Competitive list of eligibles and inter and intra agency transfers of current state
employees, promotions, voluntary reductions, lateral moves, etc.

2,289

How many of those were African American?

874

What position titles were filled by African Americans?

BCA does not currently track titles only EEO Categorical data.

List promotional programs that provide African American employees with career ladder enhancement,
self-development training, or otherwise enhance your agency's ability to increase the number of
African Americans in supervisory and management positions.

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 many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

994

How many of those were African American?

482

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

IDHS has a centralized Recruitment and Selection Unit responsible for all hiring. Hiring staff use EEO Monitors and Underutilization Summaries. Additionally, IDHS, through its Recruitment, Hiring and Discipline Committee conducts monthly meetings to discuss and monitor all legislative mandate of the African American Employment Plan.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Depending on the size of the list, the blind list may be marked every 3, 5, or 10 candidates.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

In the FY15 Affirmative Action Plan, the Department of Human Services failed to meet the Department of Human Rights' standard for minority goal of 25%, and the Department of Human Rights will make a referral to the Department of Central Management Services for training.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: No

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

188

How many were African American Veterans?

54

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

The Recruitment, Hiring and Discipline Committee, Division liaisons and Executive Staff members 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. IDHS through these committee meetings continues to devise and discuss a special "targeted" recruitment effort in order to have a substantial impact on addressing IDHS' underutilization. The Bureau of Recruitment and Selection continues to recruit applicants they see as underutilized at job fairs across the State. IDHS continues to develop and foster partnerships in the community across Illinois to enhance and fill vacancies with qualified African Americans within the Department. DHS hopes to gain insight from the trainings the Department of Central Management Services will provide per recommendation by the Department of Human Rights to

assist DHS in meeting DHR's standard for the minority goal of 25%.

2015 State African American Employment Plan Survey

Agency: Illinois Board of Higher Education

Director/Secretary: Dr. James Applegate

Submitted: 12/9/2014 2:05:00 PM

Certification: I Agree

Individual Information: Richard Tapia, Assistant Director, 431 E. Adams, 217-782-2551,
tapia@ibhe.org

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

2	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

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

2	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

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

38

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

N/A

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

All employees are provided orientation at time of hiring.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

Deputy Director

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

N/A

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

6

Please list the position titles.

5 Assistant Directors 1 Clerical

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Assistant Director

How many employees were hired during FY 14 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

What position titles were filled by African Americans?

N/A

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

N/A

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Office review of office employment process and completion of IDHR hiring monitor.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

review of all.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

N/A

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

Information on employment is submitted to African American education groups.

2015 State African American Employment Plan Survey

Agency: Illinois Commerce Commission

Director/Secretary: Jonathan Feipel

Submitted: 12/11/2014 3:53:00 PM

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, 2014, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
13	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, 2014, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

236

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The ICC's Human Resources Department is small. The staff responsible for hiring, interviewing, and recruiting are the same ones involved in the development of the agency's African American employment goals and plans and in the completion of this survey. Meetings and materials were not required.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Manager

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

21

In how many Rutan interviews did African American interviewers participate?

20

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Prior to posting a position, we discuss our intentions with the staff of the Diversity Enrichment Program. They have been very effective in helping us to disseminate information about our vacancies to various professional organizations with African-American membership. We post all vacancies on the ICC and Work Illinois websites. Additionally, we have received assistance from

Illinois Association of Minorities in Government and Rep. LaShawn K. Ford's job bulletin. In years where there are more vacancies, we attend minority career fairs at various universities. In years with few vacancies, we still volunteer to work with minority students at mock interviews and resume reviews to maintain positive relationships with career services offices. The ICC participated in an internship program for high school students with Chicago Public Schools this year for the first time. We have recently implemented an initiative to seat at least one minority participant on every interview panel we convene. Until more of our staff have an opportunity to be certified, panels will have at least one minority adviser or consultant.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

11

Please list the position titles.

Administrative Assistant 1 Executive IV Technical Advisor IV Railroad Safety Specialist III
Railroad Safety Specialist IV General Counsel Office Associate (2 positions) Manager ICC
Police Officer II Compliance Specialist

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Office Associate

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

8

How many of those were African American?

2

What position titles were filled by African Americans?

Office Associate Executive IV

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increase the number of African Americans in supervisory and management positions.

All employees are provided with on-the-job training in their specialties. A tuition reimbursement program is available for employees enrolled in college.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

2

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

2

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO reviews and drafts of postings, proposed new interview questions, Candidate Evaluation Forms, Employment Decision Forms, and Hire/Promotion Monitors. The EEO Officer also makes recommendations concerning composition of interview panels.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Random selection was not used during FY14.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

No recommendations were made by any of these entities.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

1

How many were African American Veterans?

1

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

During FY15, the agency will work with the staff of the Diversity Enrichment Program, the Illinois Association of Minorities in Government, and Rep. LaShawn K. Ford to get information about ICC vacancies out to qualified minority candidates. Additionally, agency staff will participate in mock interviews and resume reviews with minority engineering students. We hope to participate in the Chicago Public Schools' minority internship program again. We will seat at least one minority participant on every interview panel we convene. We will encourage minorities to seek Rutan certification through CMS and will use minority candidates as advisers/consultants until such time as certification is complete.

2015 State African American Employment Plan Survey

Agency: Illinois Health Information Exchange Auth Director/Secretary: Raul Recarey

Submitted: 12/12/2014 3:56:00 PM

Certification: I Agree

Individual Information: Kerri McBride, General Counsel, 100 West Randolph Street, Suite 4-750,
Chicago, Illinois 60601, 312-814-1266, kerri.mcbride@illinois.gov

As of June 30, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

- 7 Officials and Managers
 - 5 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

13

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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
-

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: Include specific position titles that were filled externally.

The agency has only been fully independent since February 7, 2014 and had only 13 total employees in Fiscal Year 2014 so has done no studies or monitoring. The only position filled externally was the Chief Financial Officer.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes, one Professional quit to take another job. That position was not filled during FY2014.

How many Human Resources staff does your agency have?

0

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

HR services are provided to the agency by the Administrative and Regulatory Shared Services Center. Hiring staff has completed Rutan training and if the job is covered by Rutan, Rutan trained interviewers conduct the interviews. All agency positions are posted on the State of Illinois "Work for Illinois" website to make certain the positions are available to a diverse candidate pool. Positions are also posted on the agency website and Facebook page and may be posted on job search forums, including Monster and Careerbuilder.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

0

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

8

In how many Rutan interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

All agency positions are posted on the State of Illinois "Work for Illinois" website to make certain the positions are available to a diverse candidate pool. Positions are also posted on the agency website and Facebook page and may be posted on job search forums, including Monster and Careerbuilder. Only one agency position was filled externally (Cheif Financial officer). 11 positions were filled by transfers within the state, one of those positions was filled by an African American.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

1

Please list the position titles.

Project Manager

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Project Manager

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

11

How many of those were African American?

1

What position titles were filled by African Americans?

Technical Engagement Manager

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Illinois Statewide Training clearinghouse is available for use by all employees. <http://www.intra.state.il.us/tch/>. As the agency is new, at this time no other sponsored training opportunities are available. However, the agency supports its employees in their efforts to obtain professional development and related subject matter training from resources outside the agency.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

All agency positions are posted on the State of Illinois "Work for Illinois" website to make certain the positions are available to a diverse candidate pool. Positions are also posted on the agency website and Facebook page and may be posted on job search forums, including Monster and Careerbuilder.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

None

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: n/a

Title: n/a

Is this person an Executive senior staff member?: n/a

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

n/a

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

Continue to post positions as described so that the agency can obtain a diverse selection of applicants for new positions.

2015 State African American Employment Plan Survey

Agency: Illinois State Board of Education

Director/Secretary: Donald W. Evans

Submitted: 12/15/2014 8:59:00 AM

Certification: I Agree

Individual Information: Donald W. Evans, Chief Operating Officer/Director of Human Resources & Labor Relations, 100 North First Street, Springfield, IL 62777, (217) 782-6434, dwevans@isbe.net

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

427

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

Currently, the Illinois State Board of Education is not underutilized in any of the E.E.O.C. categories. The agency will continue to work toward maintaining a diverse workforce. During Fiscal Year 2014, the agency's external recruitment efforts led to the successful hiring of African American persons in the following position titles: - Principal Consultant - Program Specialist II

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was a net decrease of one employee from the Official/Administrative E.E.O. occupational category, a net decrease of seven employees from the Professional E.E.O. occupational category, and a net increase of one employee from the Office/Clerical E.E.O. occupational category.

How many Human Resources staff does your agency have?

15

How many of those Human Resources staff are minorities?

5

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Illinois State Board of Education Human Resources and Labor Relations Division have developed practices and procedures to regulate and document agency compliance with fair employment practices and affirmative action requirements in personnel and business affairs. ISBE monitors all personnel transactions for compliance with state and federal equal opportunity requirements pertaining to employee selection, promotion, grievances, discipline, evaluation, layoff, recall and discharge. The Human Resources and Labor Relations Division identifies affirmative action staffing deficiencies and makes hiring officials aware of those underutilizations. Human Resources and Labor Relations staff assists hiring officials to identify referral sources for qualified persons with disabilities, minority and female applicants for agency positions. The Illinois State Board of Education Human Resources and Labor Relations Division provide employees and administrative staff with information on equal employment opportunity principles, rights, and requirements through training and the distribution of materials. This includes, but is not limited to, the completion and distribution of yearly Affirmative Action Plans, African American, Hispanic American, and Asian American Employment Plans.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

- Division Supervisor - Chicago Office Administrator

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Illinois State Board of Education continues to recruit through the distribution of vacancy lists to academic institutions and organizations representing minorities to generate a pool of qualified minority candidates with related degrees. In addition to distributing all vacancy lists externally, the agency also posts all vacancy lists internally to allow all employees the opportunity to advance within the agency. The position that was most frequently filled by external and internal candidates during Fiscal Year 2014 was "Principal Consultant" and the agency successfully hired or promoted four African American candidates to work in this capacity.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

19

Please list the position titles.

- Assistant General Counsel - Consultant - Director of Policy & Program Implementation - Principal Consultant - Private Secretary III - Program Specialist I - Technical Specialist II

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

Not applicable

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

70

How many of those were African American?

6

What position titles were filled by African Americans?

- Principal Consultant - Private Secretary III - Program Specialist II

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Illinois State Board of Education provides the opportunity for all employees to apply for the reimbursement of tuition and related expenses per agency policy and applicable collective

bargaining agreements. Furthermore, the agency makes self-study computer software training courses available to all employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

16

How many of those were African American?

1

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Illinois State Board of Education is at parity for all E.E.O. categories. In the furtherance of its mission to maintain a diverse workforce, the Human Resources and Labor Relations Division is actively involved in all stages of the hiring process. Human Resources and Labor Relations staff review all position postings prior to release to ensure that all requirements are job related, screen incoming applications based solely on job related criteria, check all interview questions to confirm that the questions are not discriminatory, and participate as part of each interview team to ensure that all federal & state laws, agency policies, and equal employment opportunity and affirmative action principles are adhered to.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Not applicable

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

The Illinois State Board of Education is at parity in all E.E.O. categories. The agency will continue to work toward maintaining a diverse workforce.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Not applicable

Title: Not applicable

Is this person an Executive senior staff member?: Not applicable

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Not applicable

How many veterans were hired externally during the year?

2

How many were African American Veterans?

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

The agency is at parity in all E.E.O. categories and will continue to work toward maintaining a diverse workforce in the upcoming calendar year.

2015 State African American Employment Plan Survey

Agency: Insurance

Director/Secretary: Andrew Boron

Submitted: 12/11/2014 2:54:00 PM

Certification: I Agree

Individual Information: Ryan Gillespie, Policy Advisor, 320 W. Washington - Springfield, IL 62767,
217-782-6369, ryan.gillespie@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

242

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

The agency utilizes Shared Services for hiring needs. That said, the advantages and needs of a diverse workforce are discussed in both Sr. Staff and HR meetings.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Official Managers: 1 decrease Professionals: 7 increased Technicians: 2 increased Para-Professionals: 1 decrease

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The agency utilizes Shared Services for hiring needs. That said, the advantages and needs of a diverse workforce are discussed in both Sr. Staff and HR meetings.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

5

Please list the position titles.

1 - SPSA 4 - PSA

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan interviews were conducted during the FY 14?

100

In how many Rutan interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The agency utilizes Shared Services for hiring needs. That said, the advantages and needs of a diverse workforce are discussed in both Sr. Staff and HR meetings.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

Please list the position titles.

Q1: Officials/Manager PUBLIC SERVICE ADMINISTRATOR Professional INSURANCE COMPANY FIELD STAFF EXAMINER Office/Clerical OFFICE ASSOCIATE Office/Clerical OFFICE ASSOCIATE Professional ACTUARIAL ASSISTANT Professional ACCOUNTANT ADVANCED Office/Clerical OFFICE ASSOCIATE Officials/Manager SENIOR PUBLIC SERVICE ADMINISTRATOR Q2: Officials/Manager PUBLIC SERVICE ADM Professionals ACTUARIAL ASST Professionals ACTUARIAL ASST Professionals INS PERFORMANCE EXAM 3 Professionals ACCOUNTANT ADVANCED Office/Clerical OFFICE ASSOCIATE Professionals INS CO FLD STAFF EXAM Officials/Manager PUBLIC SERVICE ADM Q3: Office/Clerical OFFICE ASSOCIATE Officials/Manager SENIOR PUBLIC SERV ADMIN Professionals INSURANCE PERFORMANCE EXAMINER I Officials/Manager SENIOR PUBLIC SERV ADMIN Professionals ADMINISTRATIVE ASSISTANT II Officials/Manager SENIOR PUBLIC SERV ADMIN Officials/Manager SENIOR PUBLIC SERV ADMIN Officials/Manager PUBLIC SERVICE ADM Officials/Manager SENIOR PUBLIC SERV ADMIN Officials/Manager PUBLIC SERVICE ADM Professionals INS CO CLAIMS EXAMINER 2 Officials/Manager PUBLIC SERVICE ADM Professionals ACTUARY 1 Q4: Technicians INSURANCE ANALYST III Professionals INS CO FLD STAFF EXAM Technicians INSURANCE ANALYST 4 Professionals INS PERFORMANCE EXAM 3 Officials/Manager SENIOR PUBLIC SERVICE ADMINISTRATOR Officials/Manager SENIOR PUBLIC SERV ADMIN Officials/Manager PUBLIC SERVICE ADM Professionals ADMIN ASSISTANT 1 Technicians INSURANCE ANALYST 2 Professionals INS CO FIN EXAMINER TRN Professionals HUMAN RESOURCES REPRESENTATIVE Officials/Manager PUBLIC SERVICE ADM Officials/Manager SENIOR PUBLIC SERVICE ADMINISTRATOR Office/Clerical OFFICE ASSOCIATE

How many of those were African American?

7

Please include job titles that were vacated by African Americans.

Q1: Professional INSURANCE COMPANY FIELD STAFF EXAMINER Professional ACCOUNTANT ADVANCED Q2: Professionals ACCOUNTANT ADVANCED Q3: Office/Clerical OFFICE ASSOCIATE Professionals INSURANCE PERFORMANCE EXAMINER I Q4: Officials/Manager SENIOR PUBLIC SERV ADMIN Professionals INS CO FIN EXAMINER TRN

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

52

How many of those were African American?

13

What position titles were filled by African Americans?

Q1: Professionals INFORMATION SERVICES INTERN Professionals INSURANCE PERFORMANCE EXAMINER I Q2: Professionals INS CO FIELD STAFF EXAM TR Professionals INS CO FIELD STAFF EXAM TR Professionals INFO SYSTEMS ANALYST II Q3: Professionals INSURANCE CO FIELD STAFF EXAM TRAINEE Professionals INSURANCE CO FIELD STAFF EXAM TRAINEE Professionals INSURANCE CO FIELD STAFF EXAM

TRAINEE Q4: Professionals ACCOUNTANT ADVANCED Professionals ACCOUNTANT
ADVANCED Professionals ACCOUNTANT ADVANCED Professionals ACCOUNTANT
ADVANCED

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Staff is generally allowed to take state-sponsored courses and quality, free programs in their local community to increase skills.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

1

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Agency utilizes Shared Services for hiring needs. The EEO Officer does review the Hire & Promotion Monitors received from Shared Services.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

None.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

4

How many were African American Veterans?

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

N/A

2015 State African American Employment Plan Survey

Agency: Investment Board

Director/Secretary: William R. Atwood

Submitted: 12/3/2014 3:06:00 PM

Certification: I Agree

Individual Information: Alise M. White, Deputy Executive Director, 180 N. Lasalle - Suite 2015, 312-793-5714, alise.white@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

2	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, 2014, provide the number of funded positions within each of the following EEOC categories:

5	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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

11

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

There were 3 positions with African American females: Deputy Executive Director - Promoted from within. Originally hired externally as Chief Fiscal Officer. Chief Fiscal Officer - Hired externally. Private Secretary - Hired externally.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

1

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

I attend the Quarterly Agency Personnel Manager meetings. In 2014 I attended the January 28, 2014 meeting, April 29, 2014 meeting and the September 24, 2013 meeting.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

Deputy Executive Director Chief Fiscal Officer

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

As of June 30, 2014 one position was filled by interviewing temp to perm hires and having them work at Illinois State Board of Investment to determine if their qualifications were sufficiently robust for permanent hire. The position filled was Chief Fiscal Officer and the hire was an African American. Illinois State Board of Investment fills positions this way as well as through university

recruiting and recruiting through professional associations.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

0

Please list the position titles.

Not applicable

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

Not applicable

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

1

What position titles were filled by African Americans?

Chief Fiscal Officer

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Executive Director routinely reviews internal staff qualifications when promotional opportunities become available. The Deputy Executive Director position was filled through that means. Also all staff is encourage to participate in ongoing career training from external organizations including professional associations.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

7

How many of those were African American?

1

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Illinois State Board of Investment is a very small agency so there is no underutilization in minority categories.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Candidates are sourced through temp to perm arrangements, university recruiting and professional association recruiting.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

There were no recommendations provided.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Alise White

Title: Deputy Executive Director

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

On campus recruiting and professional association recruiting. Also networking with recruiters in various employment agencies.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

Continue efforts to recruit at universities, through the new Illinois State Board of Investment internship program, professional associations and networking with external recruiters.

2015 State African American Employment Plan Survey

Agency: Juvenile Justice

Director/Secretary: Candice Jones

Submitted: 12/15/2014 7:04:00 PM

Certification: I Agree

Individual Information: Zina Smith, PSA, 100 W. Randolph, Ste 4-200, Chicago, IL 60601, 312-814-3317, zina.smith@doc.illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

54	Officials and Managers
809	Professionals
17	Technicians
0	Protective Service Workers
18	Para-Professionals
19	Office and Clerical
31	Skilled Craft Workers
55	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

1,003

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

Our agency conducts a statistical analysis each quarter to monitor underutilization. Also both Hiring and Promotion monitors are reviewed to monitor if underutilization is being addressed in each Region. Currently, IDJJ is not underutilized in African Americans in any EEO job categories.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

IDJJ maintained parity in all EEO job categories for African-Americans for FY13 and FY14.

How many Human Resources staff does your agency have?

8

How many of those Human Resources staff are minorities?

3

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO Officer reviews recommendations for hires, promotions or transfers completed on a Hiring and Promotion monitor prior to any commitments being made to fill a position. During FY14, Human Resource Representative Training was conducted for all Personnel staff in the Northern, Central and Southern Regions. Also, recruiters participate in job fairs and recruitment activities that target African Americans that are sponsored by educational institutions, organizations and governmental entities.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

16

Please list the position titles.

Deputy Director Chief of Staff SPSA PSA

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

25

How many Rutan interviews were conducted during the FY 14?

62

In how many Rutan interviews did African American interviewers participate?

25

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Recruiter participate in recruitment fairs sponsored by the community and educational institutions, informational sessions/workshops focusing on the African American community. The Juvenile Justice Specialist Intern title is frequently filled. Twenty-five of these positions were filled by African Americans.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

119

Please list the position titles.

SPSA /PSA			Corrections Food Serv.
Supv.	Educator		Executive
Secretary		Juvenile Justice Specialist Intern	Juvenile
Justice Specialist		Juvenile Justice Supervisor	Juvenile
Justice Youth & Family Specialist		Office Associate Business Manager	Office Assistant
Methods & Procedures Advisor		Office	
Coordinator			Psychologist Account
Technician	Plumber	Psychologist Social Worker	Stationary Engineer Chief
Maintenance Craftsman	Corrections Supply Supervisor	Business Administrator	Spec
Corrections Nurse			

How many of those were African American?

28

Please include job titles that were vacated by African Americans.

BUSINESS MANAGER CORRCTNS FOOD SERV SUP 2 EDUCATOR EXECUTIVE
SECRETARY 2 JUVENILE JUSTICE YOUTH & FAM SPEC JUV JUSTICE SPECIALIST
INTERN JUV JUSTICE SPECIALIST JUV JUSTICE SUPERVISOR PLUMBER PUBLIC
SERVICE ADM SENIOR PUBLIC SERV ADMIN

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

125

How many of those were African American?

32

What position titles were filled by African Americans?

Business Manager Juvenile Justice Specialist Intern Educator Executive Secretary Juvenile
Justice Youth & Family Specialist Public Service Administrator Corrections Maintenance Worker

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Staff opportunities for promotion exist within negotiated contractual language -Filling of Vacancies. Also the Upward Mobility Program is available and encouraged within IDJJ for career

advancement.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

133

How many of those were African American?

64

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

4

If your agency employed student workers/interns in FY 14, how many were African American?

1

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO Officer reviews recommendations for hires, promotions or transfers that are completed on Hiring and Promotion monitors prior to any commitments is made to fill the position.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

When an Open Competitive List is utilized for selection of candidates, a pattern is established by Shared Services such as every 5th person being invited to participate in the interview process.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

It was recommended that the agency continue to hire and promote Asian Americans in order to reach parity in the underutilized categories.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Fernando Chavarrio

Title: Public Service Administrator/EEO/AA Officer

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

DJJ will continue to monitor and track hiring goals. Currently the agency is not underutilized in the African American EEO category; however in the event underutilization is noted, the agency attempts to meet those needs whenever possible. Recruiters will attend and participate in job fairs and informational workshops and focus on the hiring of Juvenile Justice Specialist to target African American candidates.

How many veterans were hired externally during the year?

13

How many were African American Veterans?

6

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

IDJJ will continue to monitor and track hiring goals. Currently, the agency is not underutilized in African American; however in the event underutilization is noted, the agency attempts to meet those needs whenever possible. Recruiters will attend and participate in job fairs and informational workshops, the focusing on the hiring of Juvenile Justice Specialist to target African American candidates.

2015 State African American Employment Plan Survey

Agency: Labor Department

Director/Secretary: Joseph Costigan

Submitted: 12/15/2014 3:19:00 PM

Certification: I Agree

Individual Information: Salvatore Calace, Human Resources Director, 160 North Lasalle Street
Chicago, IL 60601, 312-793-4463, sal.calace@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

15	Officials and Managers
34	Professionals
23	Technicians
0	Protective Service Workers
10	Para-Professionals
8	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

90

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

The Department of Labor currently has no underutilization. We are monitoring the status closely on a quarterly basis and strive to be at parity.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was no change in the number of African Americans within any EEO occupational changes. The only changes came from internal Union rights being exercised within the Agency.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Department of Labor closely monitors all EEO and legislative mandates of the African American Employment Plan while honoring the hiring practices of the State. DOL is compliant with EEO and Senior Staff meets twice per year to go over mandates and EEO statistics for our Agency.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

Assistant Director Public Service Administrator (Compliance Manager)

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

100

In how many Rutan interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Labor Conciliator- 1 Public Safety Inspector- 0 Account Tech II- 2 Director's Assistant- 1

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

17

Please list the position titles.

Industrial Services Hygienist Manager of Enforcement Compliance Officer Office Associate
Public Safety Inspector Labor Conciliator Account Tech II

How many of those were African American?

3

Please include job titles that were vacated by African Americans.

Labor Conciliator Industrial Services Hygienist Account Tech II

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

28

How many of those were African American?

6

What position titles were filled by African Americans?

Labor Conciliator Account Tech II- 2 Executive Assistant to the Director Public Safety Inspector
Wage Claims Specialist

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Our Agency utilizes the Upward Mobility Program and we are currently at parity.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

3

How many of those were African American?

1

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

5

If your agency employed student workers/interns in FY 14, how many were African American?

2

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Our Agency has not had to engage in this process as we have not been underutilized in over two (2) years.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

We would have to take a look at this situationally to determine compliance with all mandates and EEO regulations.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

N/A

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: No

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

5

How many were African American Veterans?

1

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

It would be suggested that if we were to become underutilized, it would be in our best interest to look internally and ensuring qualified African Americans are submitting for promotional grades in order to promote into potential vacant higher positions.

2015 State African American Employment Plan Survey

Agency: Labor Relations Board

Director/Secretary: Melissa Mlynski

Submitted: 12/3/2014 12:58:00 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, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

- 3 Officials and Managers
 - 12 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

17

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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
-

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: Include specific position titles that were filled externally.

When recruiting for a professional position (licensed attorney) the personnel manager post the vacancy with African American legal associations.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes, one decrease in the professional category.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

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 (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

When recruiting for a professional position (licensed attorney) the personnel manager post the vacancy with African American legal associations. 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.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

3

Please list the position titles.

PSA

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

2

How many of those were African American?

0

What position titles were filled by African Americans?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

N/A

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

2

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The personnel manager reminds hiring staff of the AAEP whenever there is an opportunity to hire.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

None

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

To continue, when recruiting for a professional position (licensed attorney) the personnel manager post the vacancy with African American legal associations

2015 State African American Employment Plan Survey

Agency: Labor Relations Board - Educational

Director/Secretary: Victor Blackwell

Submitted: 12/15/2014 11:16:00 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, 2014, 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, 2014, 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

10

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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
-

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: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Individuals responsible for hiring decisions are aware of the mandates of the Plan. The agency's Personnel Director has received training at CMS personnel meetings and meetings with the agency's EEO/AA liaison.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

SPSA, Executive Director

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Post information regarding employment opportunities. None

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

2

Please list the position titles.

Office Associate, Opt. 2 Public Service Administrator, 8L

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

None

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

2

How many of those were African American?

0

What position titles were filled by African Americans?

None

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

No agency specific programs available at this time.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Annual review of EEO/AA policy/plan and reports. No underutilization.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

When random selection is available, qualified candidates from all EEO/AA categories are invited for interview.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Victor Blackwell

Title: Executive Director

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Actively counsels, recruits, mentors and assists individuals interested in employment/internship opportunities.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

Continue to post employment opportunities and the African American Agency liaison will continue to counsel, mentor and assist individuals interested in employment/internship opportunities.

2015 State African American Employment Plan Survey

Agency: Law Enforcement Training and Standards Director/Secretary: Kevin McClain

Submitted: 12/15/2014 9:07:00 AM

Certification: I Agree

Individual Information: Anthony Raffety, HR Manager, 4500 S. 6th St. Rd., Springfield, IL, 217-785-5912, anthony.raffety@illinois.gov

As of June 30, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

16

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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
-

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: Include specific position titles that were filled externally.

None.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

While we are a small agency of 16 employees, we are in full compliance with all EEO/AA mandates, we complete quarterly EEO reports and an annual Affirmative Action Plan, we follow all CMS and RUTAN guidelines and requirements, and our interviewers are RUTAN certified interviewers.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

We are a small agency of 16 employees and we are not underutilized in any minority category.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

Please list the position titles.

Private Secretary and Executive I

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

None.

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

3

How many of those were African American?

0

What position titles were filled by African Americans?

None.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

We are a small agency of 16 employees. Our agency abides by all applicable federal and state laws, policies, and other requirements pertaining to non-discrimination in employment.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

We are a small agency of 16 employees and we are not underutilized in any minority category.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

N/A

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: NA

Title: NA

Is this person an Executive senior staff member?: NA

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

NA

How many veterans were hired externally during the year?

1

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

We assure equal employment opportunities for any qualifies person. Further, we are not underutilized in any minority category.

2015 State African American Employment Plan Survey

Agency: Lottery

Director/Secretary: Michael Jones

Submitted: 12/15/2014 8:38:00 AM

Certification: I Agree

Individual Information: Lydia S. Mills, HR Liaison; Labor Relations, EEO & AA Officer, 101 West Jefferson Street MC 3-970 Springfield, IL 62702, 217-524-5252, Lydia.S.Mills@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

3	Officials and Managers
10	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, 2014, provide the number of funded positions within each of the following EEOC categories:

15	Officials and Managers
74	Professionals
14	Technicians
0	Protective Service Workers
27	Para-Professionals
15	Office and Clerical
0	Skilled Craft Workers
3	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

135

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

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

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: Include specific position titles that were filled externally.

As of June 30, 2014 the Illinois Lottery employed 135 employees of the 135 employees 16 or 11.85% were African American.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There were increases in the number of African Americans. One Manager and three Professionals.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Lottery's hiring, interviewing efforts are done by the Administrative & Regulatory Shared Services Center. The A&R Shared Services staff is Ratan Certified and mandated to follow all applicable state of Illinois Personnel rules and regulations.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

12

Please list the position titles.

Sr. Public Service Administrator Public Service Administrator Lottery Sales Representative

As of June 30, 2014, how many Ratan certified interviewers in your agency were African American?

2

How many Ratan interviews were conducted during the FY 14?

40

In how many Ratan interviews did African American interviewers participate?

15

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The A & R shared Services Recruitment & 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. Lotter Sales Representative was the most frequently filled externally by African Americans.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

23

Please list the position titles.

Lottery Sales Rep. Lottery Regional Coordinator Lottery Telemarketing Rep. Public Service Administrator Office Associate Office Coordinator

How many of those were African American?

3

Please include job titles that were vacated by African Americans.

Office Associate Lottery Sales Rep. Office Coordinator

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

13

How many of those were African American?

2

What position titles were filled by African Americans?

Lottery Sales Rep.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Central Management Services sponsors career enhancement and self development classes to employees at no cost. If also sponsors training programs in a variety of subjects and administers the Upward Mobility Program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

2

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Illinois Lottery relies on A & R Shared Services staff to follow the statue as it relates to the hiring

process. In addition, Lottery's EEO Officer reviews and signs off on all hiring and promotional monitors.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Once again this process would be handled by A & R Shared Services.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

Underutilization was 1 African American.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: No

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

N/A

2015 State African American Employment Plan Survey

Agency: Medical District Commission

Director/Secretary: Warren Ribley

Submitted: 12/16/2014 3:08:00 PM

Certification: I Agree

Individual Information: Kesner Bienvenu, Chief Legal Counsel, 2100 W. Harrison Street, Chicago IL 60612, 312-738-5800, kbienvu@medicaldistrict.org

As of June 30, 2014, 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, 2014, 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

0

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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
-

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: Include specific position titles that were filled externally.

NA

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

NA

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

NA

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Administrative Services Manager

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

NA

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

1

Please list the position titles.

Senior Accountant

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

NA

How many employees were hired during FY 14 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

5

How many of those were African American?

0

What position titles were filled by African Americans?

NA

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

NA

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

NA

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

NA

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

NA

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: NA

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

NA

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

NA

2015 State African American Employment Plan Survey

Agency: Military Affairs

Director/Secretary: Major General Daniel M. Kru

Submitted: 12/15/2014 1:23:00 PM

Certification: I Agree

Individual Information: Ruth Moenck, Human Resources Rep, 1301 N. MacArthur Blvd, Springfield
IL 62702, 217-761-3633, ruth.a.moenck.nfg@mail.mil

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
2	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, 2014, provide the number of funded positions within each of the following EEOC categories:

6	Officials and Managers
49	Professionals
11	Technicians
37	Protective Service Workers
3	Para-Professionals
5	Office and Clerical
9	Skilled Craft Workers
93	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

213

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

Military Affairs is not underutilized by African American persons, however the Agency still makes sure that all minorities, including African American persons, are afforded the opportunity to interview, provided they meet all qualifications and are reachable.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was a decrease in the number of African Americans from the prior fiscal year. One African American Female transferred from Military Affairs to another State Agency.

How many Human Resources staff does your agency have?

6

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

DHR Training for EEO/AA Officer and/or Asst EEO/AA Officer, when available; internal monitoring for management and staff of State Personnel Office; EEO Training, as applicable, for Federal supervisors of State Employees through IL National Guard Human Resources Office; notification to Certified Interviewers of any underutilization, including that of African American persons, prior to conducting interviews. The State Personnel Office does not have an actual recruitment staff and does not have the manpower and/or funds to conduct training as applicable individuals are located through out the State of IL.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

3

Please list the position titles.

Military Executive Military Maintenance Engineer Military Program Supervisor

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

4

How many Rutan interviews were conducted during the FY 14?

14

In how many Rutan interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Agency has no budget allocations for African American Employment Programs and/or dedicated recruiters, so we rely on CMS to successfully recruit minorities and females. The Agency plans on discussing issue with CMS Diversity Enrichment Program Director. Position Titles that were frequently filled during FY 14: Building/Grounds Laborer - 2 filled, no African Americans Building/Grounds Maintenance Worker - 6 filled, 2 African Americans

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

25

Please list the position titles.

Admin Assistant I; Building/Grounds Laborer; Building/Grounds Maint Worker; Building/Grounds Supervisor; Military Cooperative Agreement Spec; Military Crash, Fire, Rescue I; Military Crash, Fire, Rescue II; Military Maintenance Engineer; Military Security Police I; Office Coordinator; Public Service Administrator

How many of those were African American?

2

Please include job titles that were vacated by African Americans.

Building/Grounds Laborer Building/Grounds Supervisor

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

18

How many of those were African American?

2

What position titles were filled by African Americans?

Building/Grounds Maintenance Worker Building/Grounds Maintenance Worker

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

African American employees are afforded the opportunity to participate in the Upward Mobility Program through the State of IL.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

3

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

EEO/AA Office completes the appropriate Hiring or Promotion Monitor form which is forwarded to interviewing/selecting official(s) prior to conducting interviews. Completed AA Monitor Form is reviewed to ensure thorough and accurate completion, and are then signed by the EEO/AA Office and by the Director prior to any offer of employment.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

After reviewing AA Monitor form, "blind" list is reviewed first for applicants that may address the Agency's underutilization. If there are, some or all (depending on total number) of underutilized applicants will be requested for interview in addition to the random selection of a reasonable representation of all other applicants.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

No recommendations to date.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

10

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

Agency does not have any suggestions/recommendations. It is hopeful that in the new calendar year the EEO/AA Office will be able to meet with the CMS Diversity Enrichment Program Director.

2015 State African American Employment Plan Survey

Agency: Natural Resources

Director/Secretary: MARC MILLER

Submitted: 12/10/2014 12:03:00 PM

Certification: I Agree

Individual Information: GLORIA WILLIAMS, EQUAL EMPLOYMENT/AFFIRMATIVE ACTION
OFFICER, ONE NATURAL RESOURCES WAY, 217-782-2662,
GLORIA.WILLIAMS@ILLINOIS.GOV

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

277	Officials and Managers
527.5	Professionals
68	Technicians
164	Protective Service Workers
88	Para-Professionals
77.5	Office and Clerical
11	Skilled Craft Workers
266.5	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

1,244.5

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

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

4 Service-Maintenance

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: Include specific position titles that were filled externally.

The agency has increased its African-American workforce numbers by four compared to FY2013. The following information outlines the hiring transactions: 2 Male Senior Public Service Administrators (1 Deputy Director, 1 Strategic Planning Office Director), 1 Male Public Service Administrator (Natural Resources Education Program Coordinator), 1 Female Public Service Administrator (Legislation), 1 Female Professional (Tech Advisor Legal), 2 Female Technicians (Account Technicians I and 2) and 1 Male Protective Service (Guard 1 Veteran).

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

The agency had increased in the following categories: Office/Administrator - 1 Professional - 2 Protective Service - 1 The other EEOC categories had no net changes.

How many Human Resources staff does your agency have?

11

How many of those Human Resources staff are minorities?

1

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Recruitment staff is organizational within the EEO Office. On a weekly basis, with some exceptions, EEO staff has met with the agency head and other administrators to discuss recruitment strategies to address minority hiring. EEO staff frequently works with the Department of Central Management Services Diversity Enrichment Program in collaboration for the purpose of recruiting minorities. Our goal is to also increase the number of minority employees who are certified to conduct Rutan Interviews.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

9

Please list the position titles.

Deputy Director Office Director (Strategic Planning) Office Director (Community Outreach)
EEO/AA Officer Natural Resources Program Grant Coordinator Site Superintendent Federal
Aid Billing Manager Attorney Legislative Liaison Legis

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

5

How many Rutan interviews were conducted during the FY 14?

493

In how many Rutan interviews did African American interviewers participate?

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

1. The EEO/AA Officer disseminates the agency Job postings to various Outreach networks via e-mail, including the IL Association of Minorities in Government (IAMG), The Urban League, The NAACP, Minority VFW/American Legion Posts, IL Legislative Black Caucus (House and Senate), IL Department of Employment Security, Institutions of Higher Learning, Minority and Female Advocacy groups etc, and to parties who have designated their interest in receiving agency job postings. 2. The EEO/AA Officer reviews monthly the agency's Underutilization Summary Report to identify underutilized EEOC Categories by Regions. 3. The Recruitment Officer attends various Career Fairs and facilitates Employment workshops to proactively populate the eligibility list for commonly filled DNR positions. 4. The agency had a total of 30 Interns during FY13, 12 of Which were African-Americans.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

64

Please list the position titles.

Officials/Administrators Professionals Technicians Protective Service Workers Para-Professionals Office-Clerical Skilled Craft Service-Maintenance Workers

How many of those were African American?

2

Please include job titles that were vacated by African Americans.

Conservation Police Officer (Protective Service Worker) Senior Public Service Administrator, Opt 1 (Community Outreach)

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

271

How many of those were African American?

7

What position titles were filled by African Americans?

Deputy Director Office Director Natural Resources Program Grant Coordinator Legislation Account Technician 1 Account Technician 2 Guard I (Veteran)

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Agency encourages all employees to participated in the Technical Computer Training Program and the Upward Mobility Program. The agency encourages and approves attendance and active participation in training programs specifically designed for African-American employees, such as the annual training conference provided by the IL Association for Minorities in

Government (IAMG). The agency provides registration and travel for employees who desire to attend.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

27

How many of those were African American?

1

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

37

If your agency employed student workers/interns in FY 14, how many were African American?

12

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO/AA Officer works with the agency Human Resources Division and provides statistics regarding the underutilization of minorities in the EEOC categories in the underutilized DHR regions and the importance of achieving parity in those areas; provides input and status on the State African-American Employment Plan Act (PA 096-1341) to Human Resources; periodically reviews the CMS blind list and/or informs Human Resources of the underutilization of minorities in the EEOC categories when the agency has the opportunity to hire from the Open Competitive list and periodically reviews the interview packets where minority/female applicants were not the highest ranked candidate for hire.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

• HR Calls for Eligibility List • There are no names on this list. Each candidate on the list is identified by a number, e.g. 1,2,3,4. • HR designates the total number of candidates it wishes to interview. For the sake of this example, we will call them interviewees. • HR has a database it uses as a lottery • HR enters the total number of candidates from the eligibility list and the desired number of interviewees into the database. • The database randomly selects the interviewees. For example, if the total number of candidates on the eligibility list equaled 300 and HR wanted to interview 10, the database would randomly choose 10 numbers between 1 and 300. For example, 5,10,15,20,25,30,35,40,45,50. • HR would send that list of numbers to CMS and ask for the list of names corresponding to the selected numbers on the list. • CMS would then send HR the names corresponding to the 10 numbers submitted. All 10 individuals on that list must be invited to interview.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

DHR recommends that we continue our efforts to recruit African-Americans.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Jason Brewer

Title: Human Resources Specialist - Recruitment Officer

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The EEO Office has frequent meetings with the Agency Head, Human Resources, and Agency Executive staff to discuss recruitment needs and strategies pertaining to African American and other EEO groups. The EEO Office facilitates employment workshops and participates in numerous career fairs, and other recruitment activities targeting African American communities. The EEO Office, in collaboration with the IDNR Office of Community Outreach has run the Urban Collegiate Conservation Internship (UCCI). The UCCI is an internship for college students for the purpose of exposing interns to IDNR related careers. The program also has an impact on inner city youth through outreach events in the African American community throughout the Chicago region.

How many veterans were hired externally during the year?

62

How many were African American Veterans?

2

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

The IDNR, CMS, Unions, and other stakeholders should come together to determine and identify clear career paths in each organizational unit within IDNR. This would include allowing for entry-level positions not to require job experience in every IDNR organizational unit, clearing the way for us to recruit at Historically Black Colleges and Universities where more African Americans are interested and are majoring in fields which are more directly applicable to IDNR. The EEO Office drafts an Affirmative Action Plan annually, in which goals are drafted to aid the Agency with increasing the numbers of African Americans employed.

2015 State African American Employment Plan Survey

Agency: Office of Executive Inspector General

Director/Secretary: Ricardo Meza

Submitted: 12/15/2014 4:55:00 PM

Certification: I Agree

Individual Information: David Morrison, Director of Ethics Training & Compliance, 69 W. Washington, Suite 3400 Chicago, IL 60602, 312-814-1932, david.morrison@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

75

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

The OEIG is an exempt non-code agency. Our agency did not conduct any studies, but we do monitor our success by making certain the EEO/AA reports are accurate and reflect activities that agency staff undergo in order to develop a diverse workforce.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

The OEIG is an exempt non-code agency. No change occurred in the number of African American workers in the EEO categories.

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

2

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The OEIG is an exempt non-code agency. However, the OEIG strives for and has a diverse workforce. Depending on agency personnel availability and agency resources, the OEIG does attend job fairs and other events that recognize the benefits of workforce diversity.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

4

Please list the position titles.

Director Human Resources; Deputy Director Ethics Training & Compliance; Ethics Training Program Manager; and Deputy Inspector General.

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The OEIG is an exempt non-code agency. However, the OEIG strives for and has a diverse workforce and is pleased to report that agency staff do carefully review candidate applications to make certain that candidates of all backgrounds are considered for vacant positions.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

17

Please list the position titles.

Chief of Staff; Director of Finance & Administration; Deputy Inspector General & Chief; Deputy Inspector General; Assistant Inspector General; Supervising Investigator; and Investigator.

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Director Finance & Administration

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

28

How many of those were African American?

2

What position titles were filled by African Americans?

Deputy Inspector General and Administrative Account Clerk

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The OEIG is an exempt non-code agency. The OEIG encourages all of its employees to participate in training programs.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

5

If your agency employed student workers/interns in FY 14, how many were African American?

1

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

N/A

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

N/A

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

The OEIG will continue to seek to increase the number of African Americans by considering all qualified applicants for employment in the agency.

2015 State African American Employment Plan Survey

Agency: Pollution Control Board

Director/Secretary: Deanna Glosser

Submitted: 12/8/2014 2:41:00 PM

Certification: I Agree

Individual Information: Kathy Griffin, Chief Fiscal Officer, 1021 N. Grand Ave., East Springfield, IL 62794-9274, 217-524-8512, Kathy.Griffin@illinois.gov

As of June 30, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

- 15 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

24

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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
-

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: Include specific position titles that were filled externally.

The Board currently has no underutilization in the Hispanic category. When a vacancy occurs, the board seeks qualified candidates through job postings, applications, and resumes.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

All administrative staff and management are aware of any areas where underutilization exists. Qualified candidates are sought to fill those vacancies when they occur.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Administrative Assistant I

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Discussions are held with upper management regarding areas of underutilization.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

1

Please list the position titles.

SPSA 8L - General Counsel

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

0

What position titles were filled by African Americans?

None

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Due to the size of the Board there are not any promotional programs other than Upward Mobility for staff.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Vacancies are posted on the Work4Illinois website. Applications are accepted during that process. Vacancies are also shared with other IDHR liaisons.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

No recommendations were received.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

The Board seeks qualified candidates through job postings, applications, and resumes. Resources from IDHR are also utilized. There is no underutilization in the African American category under the FY15 EEO/AA Plan.

2015 State African American Employment Plan Survey

Agency: Prisoner Review Board

Director/Secretary: Adam Monreal

Submitted: 12/4/2014 9:43:00 AM

Certification: I Agree

Individual Information: Nikki Damhoff, Chief Administrative Officer, 319 E. Madison, Suite A,
Springfield, IL 62701, 217-782-7273, Nichole.Damhoff@Illinois.gov

As of June 30, 2014, provide the number of African Americans employed 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, 2014, 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

17

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

n/a

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Continuing education and training by CMS

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Executive I - Chief of Operations

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Agency has not had any vacant slots or have been funded for additional positions.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

0

Please list the position titles.

n/a

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

n/a

How many employees were hired during FY 14 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

What position titles were filled by African Americans?

n/a

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Upward Mobility

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Oversees and participates in the hiring process

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

n/a

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

none

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Tracy Buckley

Title: Chief of Operations

Is this person an Executive senior staff member?: yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Volunteer work; church activities

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

continued review of our staff and staffing need when funding is available.

2015 State African American Employment Plan Survey

Agency: Property Tax Appeal Board

Director/Secretary: Louis Apostol

Submitted: 12/15/2014 1:20:00 PM

Certification: I Agree

Individual Information: Becky Hesse, Fiscal Officer, 402 Stratton Office Building, Springfield, IL,
217-557-0122, becky.hesse@illinois.gov

As of June 30, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

- 5 Officials and Managers
 - 15 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

31

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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
-

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: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

None

How many Human Resources staff does your agency have?

0

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Administrative staff were provided access to the Affirmative Action Plan. One one vacancy was approved to fill in FY14.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

N/A

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

0

Please list the position titles.

N/A

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 14 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

0

What position titles were filled by African Americans?

N/A

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

N/A

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

1

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Property Tax Appeal Board is too small to calculate underutilization.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

N/A

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

As vacancies become available, every effort will be made to hire minorities.

2015 State African American Employment Plan Survey

Agency: Public Health

Director/Secretary: LaMar Hasbrouck, MD, MPH

Submitted: 12/15/2014 3:55:00 PM

Certification: I Agree

Individual Information: Robin Tucker-Smith, EEO/AA Officer & ADA Coordinator, 69 W. Washington Street, Suite 3500, Chicago, IL 60602, (312) 814-1041, robin.tucker@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

322	Officials and Managers
634	Professionals
40	Technicians
0	Protective Service Workers
52	Para-Professionals
88	Office and Clerical
0	Skilled Craft Workers
7	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

1,143

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

Administrative Assistant I Executive I Health Facility Surveillance Nurse Office Associate Office Coordinator Public Service Administrator Senior Public Service Administrator

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an overall increase in our African American staff of 5: Official/Administrators - Increase of 4 Professionals - Increase of 2 Technicians - Decrease of 1 Paraprofessionals - Remained the same Office/Clerical - Remained the same Service Maintenance - Remained the same

How many Human Resources staff does your agency have?

10

How many of those Human Resources staff are minorities?

1

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO Officer, Office of Human Resources, Community Health Manager and Center for Minority Health provide information to our Senior Staf regarding mandates. Senior Staff is responsible for disseminating compliance documentation to their staff. The EEO Officer approves all hires and promotion monitor forms prior to the hiring decision. Rutan certified staff and other staff involved in the hiring and interview process are guided by the Office of Human Resources in the process.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

43

Please list the position titles.

SPSA = 12 PSA = 31

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

37

How many Rutan interviews were conducted during the FY 14?

140

In how many Rutan interviews did African American interviewers participate?

29

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

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. IDPH has also recruited at the college/university level to provide students with internship opportunities. Public Service Administrator Health Facilities Surveillance Nurse Office Coordinator Office Associate

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

75

Please list the position titles.

Senior Public Service Administrator Public Service Administrator Medical Administrator Administrative Assistant 1 & 2 Health Facilities Surveillance Nurse Health Facilities Surveyor Clinical Lab Technologist Plumbing Inspector Public Health Program Specialist Account Technician Methods & Procedures Advisor Environmental Health Specialist Environmental Engineer Office Administrator Office Associate Office Assistant Office Specialist

How many of those were African American?

20

Please include job titles that were vacated by African Americans.

Medical Administrator Public Service Administrator Health Facilities Surveillance Nurse Clinical Lab Technologist Public Health Program Specialist Office Administrator Office Associate Office Assistant

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

145

How many of those were African American?

29

What position titles were filled by African Americans?

Administrative Assistant I Executive I Health Facility Surveillance Nurse Methods & Procedures Advisor II Office Associate Office Coordinator Public Service Administrator Senior Public Service Administrator

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Employees have training available via the ITRAIN system as well as the opportunity to request to attend job related training programs provided by other agencies. Union employees may also sign up to be part of the Upward Mobility Program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

18

How many of those were African American?

5

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

56

If your agency employed student workers/interns in FY 14, how many were African American?

7

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Where underutilization exists, candidates within the deficient EEO race category are selected to interview.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The random selection of candidates from the open competitive list is based on the total # of applicants on the list and the number of positions being filled with the goal of yielding 10-15 candidates per position; when underutilization exists all relevant candidates are included. IDPH also utilizes CMS Credential Verification codes to assess the candidate's educational level and experience.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations were provided.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Robin Tucker-Smith

Title: EEO/AA Officer & ADA Coordinator

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and 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; and 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.

How many veterans were hired externally during the year?

18

How many were African American Veterans?

4

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

-Increase the number of African American Rutan Interviewers -Network w/African American public health stakeholders and other community health organizations to increase awareness and interest

in public health careers. -Partner with college and university minority career centers to increase interest in public health careers. Partner w/public schools on Shadowing Days and other opportunities to garner interest in public health careers.

2015 State African American Employment Plan Survey

Agency: Racing Board

Director/Secretary: Marc Laino

Submitted: 12/15/2014 1:49:00 PM

Certification: I Agree

Individual Information: Katherine Laurent, General Counsel, 100 W. Randolph St., Suite 5-700, Chicago, IL 60601, 312-814-5074, kathy.laurent@illinois.gov

As of June 30, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

- 8 Officials and Managers
 - 13 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

50

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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
-

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: Include specific position titles that were filled externally.

No studies have been performed yet.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

1

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Beginning July 1, 2009, the Racing Board works directly with CMS and A&R Shared Services Center, meeting monthly with Shared Services staff to discuss human resources/personnel-related and other matters of 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 (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Chief Fiscal Officer

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

There is no specific structure outside the normal CMS programs and processes geared exclusively toward African American employees. There was only position filled in FY2014 (Horse Identifier), on a emergency basis, which was not filled by an African American.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

3

Please list the position titles.

Board Attorney State Veterinarian Horse Identifier

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

0

What position titles were filled by African Americans?

N/A

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

There is no specific structure outside of the normal CMS programs and processes geared exclusively toward African American employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

All activities are coordinated by the A&R Shared Services Center. The EEO Officer submits the EEO/AA quarterly reviews by IDHR to Shared Services and participates in the Hiring and Promotion Monitors.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

There have not been any recommendations to date.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

All recruitment and hiring activities are coordinated by the A&R Shared Services Center.

2015 State African American Employment Plan Survey

Agency: Revenue

Director/Secretary: Brian Hamer

Submitted: 12/15/2014 2:29:00 PM

Certification: I Agree

Individual Information: Jim Nichelson, Senior Public Service Administrator - Legal Services, 101 West Jefferson, MC 5-500, Springfield, IL 62702, 217-785-8253, jim.nichelson@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

17	Officials and Managers
125	Professionals
33	Technicians
3	Protective Service Workers
25	Para-Professionals
14	Office and Clerical
1	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

241	Officials and Managers
917	Professionals
240	Technicians
13	Protective Service Workers
149	Para-Professionals
124	Office and Clerical
9	Skilled Craft Workers
5	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

1,726

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

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

0 Service-Maintenance

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: Include specific position titles that were filled externally.

At the end of June 2013, the Department's African American employees totaled 236 (14.22%) while at the end of June 2014, IDOR's African American employees totaled 219 (13.37%). Entry level clerical positions (Data Processing Assistants, Office Assistants and Office Clerks) are filled more easily by minorities because the Department has an opportunity to hire off of the open competitive list.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Officials/Administrators: less 1 female Professionals: less 1 male, less 2 females Technicians: up 5 females Paraprofessionals: less 3 males, less 5 females Office/Clerical: less 9 females Service/Maintenance: less 1 male

How many Human Resources staff does your agency have?

43

How many of those Human Resources staff are minorities?

3

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Interview & Selection is handled by the Administrative & Regulatory Shared Services Center. All staff is certified to conduct Rutan interviews and also ensures any non-A&R SSC staff that are participating on the interview panel are also active Rutan Certified interviewers prior to conducting the interviews. Staff is also training on how to review the Open Competitive lists to determine the race of candidates, if the job category and region of the position being filled is underutilized, and ensures those candidates are invited to participate in the Rutan interview.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

25

Please list the position titles.

Executive 2, Office Administrator 4, Office Administrator 5, Public Service Administrator, Revenue Audit Supervisor, Senior Public Service Administrator

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

10

How many Rutan interviews were conducted during the FY 14?

534

In how many Rutan interviews did African American interviewers participate?

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

In order to increase minority hiring, IDOR posts all vacancies on the Work4Illinois website, notified the Department of Human Rights and the minority organizations on its distribution list of openings. The Shared Services staff works the eligibility list when applicable and interview minority candidates on the list in the underutilization categories. The Shared Services Center also maintains a FACEBOOK page where people who follow the Shared Services Center can get up-to-date information on our job postings. IDOR Staff also attended many job fairs/employment workshops throughout the year.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

255

Please list the position titles.

Account Clerk 2, Account Technician 1, Account Technician 2, Accountant, Accountant Advanced, Administrative Assistant 1, Administrative Assistant 2, Chief Internal Auditor, Data Processing Assistant, Data Processing Specialist, Executive 1, Executive 2, Executive Secretary 1, GAAP Accountant, Guard 2, Human Resources Representative, Human Resources Specialist, Information Services Specialist 1, Information Services Specialist 2, Information Systems Analyst 1, Information Systems Analyst 2, Licensing Assistant, Liquor Control Special Agent 1, Office Assistant, Office Associate, Office Coordinator, Public Service Administrator, Revenue Computer Audit Specialist, Revenue Audit Supervisor, Revenue Auditor Trainee, Revenue Auditor 3, Revenue Tax Specialist Trainee, Revenue Tax Specialist 1, Revenue Tax Specialist 2, Revenue Tax Specialist 3, Revenue Collection Officer 1, Revenue Collection Officer 3, Senior Public Service Administrator, Student Intern/Worker, Tech Advisor 1, Tech Advisor 2, Tech Advisor 3, Tech Advisor Advanced Program Specialist

How many of those were African American?

52

Please include job titles that were vacated by African Americans.

Account Clerk 2, Account Technician 1, Accountant, Administrative Assistant 2, Executive 1, Licensing Assistant, Office Assistant, Office Coordinator, Public Service Administrator, Revenue Audit Supervisor, Revenue Auditor Trainee, Revenue Auditor 2, Revenue Auditor 3, Revenue Collection Officer 1, Revenue Collection Officer 3, Revenue Tax Specialist Trainee, Revenue Tax Specialist 2, Revenue tax Specialist 3, Senior Public Service Administrator, Stores Clerk, Student intern/Worker

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

314

How many of those were African American?

60

What position titles were filled by African Americans?

Account Technician 2, Administrative Assistant 2, Executive Secretary 1, GAAP Accountant, Human Resources Associate, Human Resources Representative, Information Services Specialist 1, Office Administrator 4, Office Assistant, Office Associate, Private Secretary II, Public Service Administrator, Revenue Audit Supervisor, Revenue Auditor Trainee, Revenue Collection Officer 1, Revenue Tax Specialist Trainee, Revenue Tax Specialist 1, Revenue Tax Specialist 3, Student Intern

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Department of 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, allowing participation in training programs through other state agencies. Additionally, the Department has a tuition reimbursement program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

80

How many of those were African American?

20

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

19

If your agency employed student workers/interns in FY 14, how many were African American?

1

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Weekly meetings are held with the Chief of Staff, Human Resources staff, and the EEO Officer to review position vacancies and discuss underutilization. In addition, staff is trained on how to review the Open Competitive lists to determine the race of candidates, if the job category and region of the position being filled is underutilized, and ensures those candidates are invited to participate in the Rutan interview.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

When conducting a random selection of candidates, a pattern is chosen, numbers are circled, and then the names/addresses are requested. The number of names requested depends on how many candidates there are as well as how many positions we are hiring. Examples: pick all even numbers, every third number, the first and last number on each page, etc.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

The Department of Revenue has not received any specific recommendations provided by AAEP Advisory Council, CMS or the Auditor General. DHR notifies the Department of any underutilization and monitors the Department's effort to reach/maintain minority hiring goals.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Henry Butler

Title: Manager, Collection Bureau

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Mr. Butler is a twenty-three (23) 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. Mr. Butler has worked on his own time through IAMG to assure that African Americans are aware of positions that become available in state government and encourage applying. In his IDOR liaison role, he attends the quarterly African American Employment Plan Advisory Council meetings to provide insight on hiring opportunities within the Department.

How many veterans were hired externally during the year?

37

How many were African American Veterans?

9

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

The Department of Revenue believes that instilling knowledge regarding the process and the frequently filled positions is the best way to increase minority hiring. This information will be disseminated through our continued presence at job fairs and employment workshops.

2015 State African American Employment Plan Survey

Agency: Sentencing Policy Advisory Council

Director/Secretary: Kathryn Saltmarsh

Submitted: 12/18/2014 2:08:00 PM

Certification: I Agree

Individual Information: Kathryn Saltmarsh, Executive Director, 401 S. Spring, Room 617,
SPRINGFIELD 62706, 217-558-4749, kathy.saltmarsh@illinois.gov

As of June 30, 2014, 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, 2014, 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

4

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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
-

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: Include specific position titles that were filled externally.

None

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

0

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

There has been no training due to the small staff and reliance on Public Safety Shared Services to insure compliance with all requirements.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Senior Policy Advisor - SPSA

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

We had no agency activities specific to the AAEP. We did not have any frequently filled position titles. The position of Research Director (SPSA) was filled in December 2013 by a male Caucasian. One unpaid intern was brought on, a female Caucasian.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

0

Please list the position titles.

N/A

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

2

How many of those were African American?

0

What position titles were filled by African Americans?

None

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

N/A

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

SPAC does not have an EEO office.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

None

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

SPAC is a research and analysis entity that does not provide direct services to the African American community

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

SPAC will continue to provide job postings to historically African American universities, post job openings through CMS, and provide notice of job openings to professional organizations with African American memberships.

2015 State African American Employment Plan Survey

Agency: State Fire Marshal

Director/Secretary: Lawrence Matkaitis

Submitted: 12/15/2014 3:24:00 PM

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, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

26	Officials and Managers
65	Professionals
24	Technicians
15	Protective Service Workers
4	Para-Professionals
4	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

147

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

The Agency has not completed any studies during this reporting period.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No change.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Human Resource function are handled 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 (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

SPSA SPSA

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan interviews were conducted during the FY 14?

15

In how many Rutan interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

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.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

Please list the position titles.

Storage Tank Safety Specialist Chief Internal Auditor Arson Investigator I Boiler Safety Specialist 2 - Fire Prevention Inspector II 2 - Private Secretary 2 - Office Associate

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

16

How many of those were African American?

1

What position titles were filled by African Americans?

SPSA

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Upward Mobility (AFSCME) and Tuition Reimbursement (pending union negotiations) programs are available to employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Human Resource functions are handled by the Public 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.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

No recommendations were provided.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: None

Title: None

Is this person an Executive senior staff member?: None

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

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 through the state of Illinois. Employment opportunities are available on our website with a link to work4illinois.gov

2015 State African American Employment Plan Survey

Agency: State Police

Director/Secretary: Director Hiram Grau

Submitted: 12/12/2014 4:44:00 PM

Certification: I Agree

Individual Information: Lieutenant Christy White, EEO Officer, 801 S. 7th Street, Suite 100-S,
Springfield, IL 62703, 217-782-1282, Christy_White@isp.state.il.us

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

13	Officials and Managers
42	Professionals
32	Technicians
147	Protective Service Workers
25	Para-Professionals
21	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

160	Officials and Managers
533	Professionals
312	Technicians
1,517	Protective Service Workers
146	Para-Professionals
169	Office and Clerical
9	Skilled Craft Workers
23	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

2,869

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

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

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: Include specific position titles that were filled externally.

Underutilization at the beginning of FY14 was 61 Females, 50 African Americans, 19 Hispanics, 25 Asians, and 3 American Indians. For minorities during the year, there were 79 opportunities and 12 or 15% (9 African American and 3 Hispanic) addressed these goals.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

During FY14, there were an equal number of 19 New Hires of African Americans and 19 Separations of African Americans. African American New Hires in FY14 EEO Categories: Professional – 3, Protective Service – 8, Paraprofessional – 6, Office/Clerical – 2 African American Separations (retirements, transfer to another agency, deceased, etc.) in FY14 EEO Categories: Professional – 4, Technician – 4, Protective Service – 9, Office/Clerical – 1, Service/Maintenance – 1

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The ISP EEO Office provides underutilization information when filling positions. The EEO Office reviews all hiring and promotion monitors, along with documentation justifying the decision, 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 the underutilization of minorities is considered. All Field Recruiters receive annual training by the EEO Officer regarding underutilization and diversity as well.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

44

Please list the position titles.

Captains, Lieutenants, Master Sergeants, Public Service Administrators, Senior Public Service Administrators

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

24

How many Rutan interviews were conducted during the FY 14?

81

In how many Rutan interviews did African American interviewers participate?

44

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The ISP Recruitment Unit attended 113 events in 2014 in an effort to recruit minority applicants to code and sworn positions. In addition to events, ISP Recruitment has been utilizing Social Media and updated informational brochures. The Recruitment Unit disseminates new ISP Postings to Outreach Organizations throughout the State at the time of the posting. During FY14, the ISP hired 19 African American employees in the following position titles: Administrative Assistant I, Executive I, Firearms Eligibility Analyst I, Guard II, Office Assistant and Cadet.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

190

Please list the position titles.

Administrative Assistant I, Administrative Assistant II, Accountant, Accountant Supervisor, Building/Grounds Laborer, Building/Grounds Lead I, Cadet, Captain, Communications Equipment Technician III, Criminal Intelligence Analyst II, Evidence Technician II, Executive I, Executive Secretary I, Executive Secretary II, Forensic Scientist Administrator II, Forensic Scientist I, Forensic Scientist III, Guard II, Information Services Specialist II, Information Systems Analyst I, Information Systems Analyst II, Lieutenant, Master Sergeant, Methods and Procedures Associate Trainee, Office Administrator III, Office Assistant, Office Associate, Office Coordinator, Office Specialist, Photographer, Polygraph Examiner III, Public Service Administrator, Senior Public Service Administrator, Sergeant, Special Agent, Telecommunicator Lead Specialist, Telecommunicator Specialist, Telecommunicator Trainee, Terrorism Research Specialist I, Trooper, Truck Weighing Inspector

How many of those were African American?

19

Please include job titles that were vacated by African Americans.

Master Sergeant, Sergeant and Trooper

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

175

How many of those were African American?

19

What position titles were filled by African Americans?

Administrative Assistant I, Executive I, Firearms Eligibility Analyst I, Guard II, Office Assistant and Cadet

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

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 and Standards Board (ILETSB). Tuition reimbursement is distributed to ISP employees based on specific union contractual agreements.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

33

How many of those were African American?

9

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

169

If your agency employed student workers/interns in FY 14, how many were African American?

24

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The ISP Office provides underutilization information when filling positions. The ISP EEO Officer reviews all Hiring and Promotion monitors, along with documentation justifying the selection, to ensure compliance.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Public Safety Shared Services Center (PSSSC) staff handles the random selection of the open competitive hiring process and provide the names to the designated ISP Personnel Liaisons for each division. PSSSC Staff start at the beginning of the open competitive list and count out every other one, two, etc., depending on the ideal number of candidates the ISP needs.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

The Illinois Department of Human Rights 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 minimum compliance criteria of females, minorities and disabled employees. The AAEP recommended developing a mechanism for measuring the success of our recruitment, utilizing social media and expanding our recruiting efforts to the central and southern region of the state. The Recruitment Section uses sign-in sheets for applicants to complete at events. The sheets document the race and gender of candidates, so that we can use that information to determine which events attract a higher minority population. The Recruitment Section also has increased its use of social media through Facebook, Twitter and posting a recruitment video on YouTube. The Recruitment Section has attended 113 events so far in 2014, around the state. We have a full-time recruiter located in the central region and one in the Metro-East area, and both are committed to attracting

adverse pool of candidates from across the state.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Danyelle Foster

Title: Lieutenant

Is this person an Executive senior staff member?: No

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The ISP Recruitment Section seeks input from various resources regarding recruitment of diverse individuals, including African Americans. Resources such as a Diversity Advisory Council (quarterly meetings which last met on 09/09/14), which has African American members, the Association of Black Law Enforcement Officers (routinely sought as a recruitment resource most recently on 10/24/14), and the Central Management Services Diversity Enrichment Program are vital to the ISP Recruitment Plan.

How many veterans were hired externally during the year?

48

How many were African American Veterans?

4

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

Innovative recruiting strategies are being identified and we are hoping to implement them during the next year. The ISP had ongoing recruitment efforts which consistently strived to attract and hire all qualified minority candidates. The ISP has also partnered with ABLE to identify effective community outreach strategies.

2015 State African American Employment Plan Survey

Agency: State Police Merit Board

Director/Secretary: Ronald P. Cooley

Submitted: 12/8/2014 10:27:00 AM

Certification: I Agree

Individual Information: Jenny Thornley, CFO & Personnel Director, 531 Sangamon Ave East, 217-786-6244, jthornley@ispmeritboard.org

As of June 30, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

- 2 Officials and Managers
 - 3 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

6

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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
-

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: Include specific position titles that were filled externally.

Our agency hired an African American female on 11/01/2014 to fill a clerical position. Our agency is too small to meet standards according to the Department of Human Rights.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

none

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Our current Human Resources Director has gone over all materials provided by The Department of Human rights on hiring of minorities including African Americans. The information and materials were read through in June of 2014. Our current HR Director started in May of 2014 and continues constant training to ensure we are compliant with all mandates and requirements.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

0

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

We filled one student intern targeted title position in November 2014 with a female African american

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

1

Please list the position titles.

PSA- CFO & Director of Personnel

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

none

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

2

How many of those were African American?

0

What position titles were filled by African Americans?

none

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

we have a student intern targeted title positions that are targeted towards human resource specialist positions.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

we utilize the Department of Human Rights to help us get our job postings out to all areas covering minorities. They always provide me with great contact information which led to us being able to hire a female African American on 11/01/2014

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

we make our selection strictly based on skill/knowledge of the applicants. We want to hire the most qualified candidates while also reaching out to all areas of minorities.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

We have strongly adhered to all requirements set forth by the AAEP and have been reaching out to a larger pool of African Americans in in the past year when filling positions. We look forward to growing and expanding our knowledge when hiring so we can receive more African American applicants.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: no

Title: no

Is this person an Executive senior staff member?: no

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

no

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

We currently just hired an African American female on 11/01/2014. We currently have no positions open. When we open any new positions I always reach out to our Human Rights liaison to get contact information for all minority groups so we can do a better job of reaching the minority pool of applicants.

2015 State African American Employment Plan Survey

Agency: State Retirement Systems

Director/Secretary: Timothy B. Blair

Submitted: 12/3/2014 3:41:00 PM

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, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

102

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

One African American employed as an Office Specialist, in the ParaProfessional category and one African American employed as an Accountant in the Professional category.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes. One African American was hired in the Professional category.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

2

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Agency staff responsible for hiring, interviewing, recruitment and EEO attend monthly staff meetings in which these topics are routinely discussed so that all responsible staff are aware of any updates and the importance of compliance. No materials were provided due to all hiring is either in accordance with the AFSCME Collective Bargaining Agreement or covered by Rutan.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

18

In how many Rutan interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Any employee who was involved in filling vacancies were informed of any underutilization in the category being filled. Every effort was made to determine the most qualified individual by utilizing

the Rutan interview selection process. Because of the CBA, Veterans Preference and specialized skills requirements, there were no opportunities to recruit African Americans to fill positions. Titles most frequently filled are Office Associates, ISA 1 and ISA 2.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

18

Please list the position titles.

Executive 1, ISA II, SPSA, Pension & Death Technician 1 & 2, Account Tech II, Accountant Advanced, Administrative Assistant II, Executive II, Office Associate, Retirement Systems Disability Specialist, PSA, Accountant

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

0

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

19

How many of those were African American?

1

What position titles were filled by African Americans?

Accountant

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

N/A

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

3

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

If there is no veterans open competitive list, the EEO Office chooses minorities from the open

competitive blind list for interview and selection using Rutan. The most qualified individuals are determined by the Rutan interview process.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Random selection is determined by the duties, responsibilities, education and experience requirements as well as specialized skills as described on the official job description. Selection of candidates is made using the information provided on the blind list for gender, race and education.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

N/A

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

4

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

Due to the ASCME CBA it is extremely difficult to recruit minorities for vacancies.

2015 State African American Employment Plan Survey

Agency: Tax Tribunal

Director/Secretary: James M. Conway, Agency

Submitted: 12/15/2014 3:09:00 PM

Certification: I Agree

Individual Information: Kristene M. Callanta, Chief Administrative Officer, 160 N. LaSalle, Suite N-506, 312-814-4285, kristene.callanta@illinois.gov

As of June 30, 2014, 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, 2014, provide the number of funded positions within each of the following EEOC categories:

- 3 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, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

3

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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
-

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: Include specific position titles that were filled externally.

The Tax Tribunal submits Quarterly EEO/AA reports to the Dept. of Human Rights.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No. The Agency opened its doors on January 2, 2014.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Independent Tax Tribunal opened its doors on January 2, 2014. The Agency completed its first annual Affirmative Action/EEO Plan in FY15 which was circulated to its entire staff.

Accordingly, staff will use the Plan to ensure it is in compliance with all legislative mandates of the African American Employment Plan.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan interviews were conducted during the FY 14?

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 to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Tax Tribunal will utilize the CMS posting system to announce vacancies to agencies/organizations throughout the state to increase the diversity of qualified applicants. The Agency also submits Quarterly EEO/AA 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 14.

0

Please list the position titles.

N/A

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 14 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

3

How many of those were African American?

0

What position titles were filled by African Americans?

0

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

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

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

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

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency:

None

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

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

2015 State African American Employment Plan Survey

Agency: Transportation

Director/Secretary: Erica J. Borggren

Submitted: 12/15/2014 3:04:00 PM

Certification: I Agree

Individual Information: Erwin L. Acox, Jr., Chief, Office of Diversity Recruitment and Outreach, 100 W. Randolph Street, Suite 6-600, Chicago, IL 60601, 312-793-3517, erwin.acox@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

93	Officials and Managers
198	Professionals
94	Technicians
0	Protective Service Workers
15	Para-Professionals
3	Office and Clerical
0	Skilled Craft Workers
177	Service-Maintenance

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

1,094	Officials and Managers
1,443	Professionals
605	Technicians
0	Protective Service Workers
144	Para-Professionals
51	Office and Clerical
37	Skilled Craft Workers
1,774	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

5,385

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

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

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: Include specific position titles that were filled externally.

In 2014, the African American workforce decreased by 1.8% or 10 individuals. In 2013, the African American workforce increased by 4% or 23 individuals. In 2012, the African American workforce was at 537.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

2014	2015	Off/Adm	97	93	Professionals	197	198	Technicians	89	94	Para
Prof	28	15	Off/Cler	4	3	Skilled Craft	4	0	Serv Main	176	177

How many Human Resources staff does your agency have?

138

How many of those Human Resources staff are minorities?

32

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

All recruitment staff has been trained and certified in Rutan interviewing techniques offered by CMS. The Chief of Diversity Recruitment and Outreach allows staff to attend webinars on recruiting diverse candidates. The Chief also meets with staff frequently to review recruiter reports and provide guidance on where to recruit African American candidates.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

19

Please list the position titles.

Civil Engineer VI Civil Engineer VII Technical Manager IX Technical Manager VI Technical Manager VII Technical Manager VIII Technical Manager X

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

99

How many Rutan interviews were conducted during the FY 14?

324

In how many Rutan interviews did African American interviewers participate?

128

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

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. Work with CMS to offer Informational sessions routinely at local community colleges to provide necessary information on application procedures for IDOT positions. Outreach efforts, committees, and projects with Illinois Department of Employment Security (IDES), Illinois Department of Veterans' Affairs (IDVA), Illinois Toll Authority, Secretary of State (SOS), Central Management Services (CMS) and the Illinois Department of Commerce and Economic Opportunity (DCEO).

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

267

Please list the position titles.

Account Clerk II Account Tech I Accountant Accountant Advanced Admin Assistant II Aircraft Pilot II Aircraft Pilot Ii- Dual Rating Automotive Mechanic Bridge Tender Civil Engineer Trainee Civil Engineer II Civil Engineer III Civil Engineer IV Civil Engineer V Civil Engineer VI Civil Engineer VII Civil Engineer VIII Civil Engineer IX Engineering Tech I Engineering Tech II Engineering Tech III Engineering Tech IV Engineering Tech V Executive Secretary I Executive Secretary II Highway Maintainer Hwy Const Supv I Hwy Maint Lead/Lead Wkr Land Surveyor III Maintenance Worker Microfilm Lab Tech II Office Administrator III Office Administrator IV Office Associate Office Coordinator Office Specialist Operations Supervisor I Operations Supervisor II Power Shovel Opr Maint Public Service Administrator Realty Specialist III Safety Responsibility Analyst Silk Screen Operator Storekeeper III Switchboard Operator I Technical Manager II Technical Manager III Technical Manager IV Technical Manager V Technical Manager VI Technical Manager VII Technical Manager VIII Technical Manager IX Technical Manager X Technical Advisor IV Vehicle Permit Evaluator

How many of those were African American?

25

Please include job titles that were vacated by African Americans.

Account Clerk II Bridge Tender Civil Engineer II Civil Engineer III Civil Engineer V Engineering Tech I Engineering Tech II Engineering Tech IV Engineering Tech V Executive Secretary II

Highway Maintainer Hwy Maint Lead/Lead Wkr Storekeeper III Technical Manager IV Technical Manager V Technical Manager VI Technical Manager VII Technical Manager VIII Technical Manager X

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

800

How many of those were African American?

99

What position titles were filled by African Americans?

Bridge Tender Civil Engineer Trainee Civil Engineer I Civil Engineer II Civil Engineer III Civil Engineer IV Civil Engineer V Civil Engineer VII Engineering Tech I Engineering Tech II Engineering Tech III Executive Secretary I Executive Secretary II Highway Maintainer Human Resources Associate Hwy Maint Lead/Lead Wkr Internal Auditor Trainee Management Tech III Operations Supervisor II Technical Manager II Technical Manager III Technical Manager IV Technical Manager V Technical Manager X

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

IDOT provides equal opportunity for each employee to participate in career services programs.

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 many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

36

How many of those were African American?

10

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

During the hiring process, the EEO Officer, who also completes the annual Affirmative Action Plan, reviews all hiring and promotion monitors to ensure that the hiring process is being conducted in a fair and equitable manner, and is working toward remedying areas of underutilization.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

A blind listing of eligibles is requested from CMS with no candidate names provided. To ensure a manageable number of interviews from this listing, the Bureau Chief may decide to select every other eligible candidate or every fifth or tenth candidate on the list depending on the number of candidates provided. A new eligible list is then requested from CMS with the requested selection criteria and candidate names are then provided to DOT. Those candidates are all chosen for the open competitive interview process for that position.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the 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.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Erwin Lee Acox, Jr.

Title: Chief, Office of Diversity Recruitment and Outreach

Is this person an Executive senior staff member?: No

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Civil engineer trainee (CET) recruitment: 17 positions allocated, 17 filled; 65% minority; 30% African American. Established a partnership with The Greater Chicago Women's Transportation Seminar (WTS) and Chicago Public Schools (CPS) to offer an exciting program to increase awareness of transportation careers among young women in CPS high schools. Through WTS's Transportation YOU initiative, WTS seeks to educate young women about transportation careers and provide a community of support to set and achieve academic and professional goals. 70% African American. The program is a year-long pilot to introduce young women to a variety of careers, transportation modes and engineering concepts. Events will be organized to give an overview of the field and career opportunities. Currently, there are 17 young women accepted. Worked with IDOT legal to write administrative rules to support Public Act 097-0288, Diversity in Engineering Scholarship (passed May 2013). National Summer Transportation Institute - Illinois was 1 of 6 states awarded this program through FWH and FAA which hosted a group of 32 students (75% African American) Transportation Construction Apprenticeship Readiness Training Program (TCART) - Contract awarded to Chicago Urban League in July 2013. The program is designed to increase the number of minorities and women in the construction trades. The African American liaison continues to administer the program for the Department. • 352 completers; 251 employed; 86% African American Created, posted and filled first full-time permanent positions solely dedicated to the Office of Diversity Recruitment and Outreach (33% African American).

How many veterans were hired externally during the year?

152

How many were African American Veterans?

8

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

In 2015, the Office of Diversity Recruitment and Outreach will recruit for all titles throughout the organization.

2015 State African American Employment Plan Survey

Agency: Veterans Affairs

Director/Secretary: Rodrigo Garcia, Acting Dire

Submitted: 12/19/2014 5:03:00 PM

Certification: I Agree

Individual Information: Ruby Taylor, Interim Equal Employment Opportunity Officer, 833 South Spring Street, Springfield, Illinois 62794, 217-557-5667, Ruby.Taylor2@illinois.gov

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

3	Officials and Managers
22	Professionals
29	Technicians
4	Protective Service Workers
102	Para-Professionals
4	Office and Clerical
0	Skilled Craft Workers
22	Service-Maintenance

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

66	Officials and Managers
343	Professionals
227	Technicians
20	Protective Service Workers
526	Para-Professionals
53	Office and Clerical
26	Skilled Craft Workers
210	Service-Maintenance

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

1,375

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

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

0 Service-Maintenance

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: Include specific position titles that were filled externally.

As of June 30, 2014 the Department of Veterans' Affairs employed approximately 1332 employees. Of the 1332 employees, 186 were African Americans. They were employed as Officials Administrators, Professionals, Technicians, Protective Services, Para- Professionals, Office Clericals and Service Maintenance.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

The number of African Americans employees increased from 175 in fiscal year 2013 to 186 in fiscal year 2014.

How many Human Resources staff does your agency have?

20

How many of those Human Resources staff are minorities?

3

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Veterans' Affairs administrative staff responsible for the recruitment and selection process are all certified Rutan interviewers (including the Interim EEO Officer) who are trained and mandated to follow all applicable State of Illinois Ethics and Personnel Code Rules and Regulations as well as the procedures outlined in the Human Rights Act. These individuals keep their knowledge current by participating in CMS, DHR and agency conducted personnel meetings and trainings. In addition, there are multiple people involved in each interview and hiring initiative which provides a check and balance as well as oversight via management and the Hiring and Promotion Monitors.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

3

Please list the position titles.

The position titles are as follows: -Home-Administrator -Veterans' Service Field Supervisor - Nursing Supervisor

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan interviews were conducted during the FY 14?

99,999

In how many Rutan interviews did African American interviewers participate?

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

In order to assist in the implementation of the African Americans Employment Plan the Department has appointed an agency employee to serve on the AAEP Council as a Liaison between the Council and the Department. The employee will attend and participate in Council meetings by providing input, attending recruitment and job fairs and serving as a link to the community. The Department has also expanded its field services program to include employment recruitment.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

178

Please list the position titles.

Unknown

How many of those were African American?

11

Please include job titles that were vacated by African Americans.

Unknown

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

221

How many of those were African American?

41

What position titles were filled by African Americans?

Unknown

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

In accordance with Section 303.390 of the CMS Personnel Rules, IDVA employees maybe eligible to participate in the tuition reimbursement program to further their career and professional developments. In addition, AFSCME-represented employees and in some cases non-represented employees may be eligible to receive career advancement services through the Upward Mobility Program. IDVA may also allow its employees to participate in the State of Illinois sponsored training programs.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

102

How many of those were African American?

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO Officer participates in the open competitive hiring process by assisting the Human Resources Staff in notifying social and community organizations of vacancies and by reviewing the Eligibility List, Hiring and Promotion Monitors to ensure that qualified minority applicants are invited to the interview.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The Recruitment and Selection Staff reviews the Underutilization Report and the Eligibility List to determine the underutilization in the area. If there is underutilization, the minority candidates on the list are invited to interview.

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

The Department of Veterans' Affairs has not received any specific recommendations from the African Americans Advisory Council, CMS or the Auditor General. The Department of Human Rights has notified IDVA that it did not meet its affirmative action plan goals and would be required to establish a training program in cooperation with the Department of Central Management Services.

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: Miguel Calderon

Title: Human Resources Manager

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The Liaison serves on the African American Advisory Council and oversee the comprehensive Human Resources functions at the Department of Veterans' Affairs.

How many veterans were hired externally during the year?

40

How many were African American Veterans?

2

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

The Department of Veterans' Affairs plan to increase the number of minority employees by participating in as many recruitment events and job fairs as possible and by working with CMS to

implement a training program pursuant to Section 7-105H of the Human Rights Act.

2015 State African American Employment Plan Survey

Agency: Workers Compensation Commission

Director/Secretary: RONALD RASCIA

Submitted: 12/18/2014 4:24:00 PM

Certification: I Agree

Individual Information: ALMA MAXEY, EEOC OFFICER, 100 W. RANDOLPH CHICAGO, IL, 312
814-6632, ALMA.MAXEY@ILLINOIS.GOV

As of June 30, 2014, provide the number of African Americans employed within each of the following EEOC categories:

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

As of June 30, 2014, provide the number of funded positions within each of the following EEOC categories:

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

As of June 30, 2014, provide total number of agency employees on board (total headcount); include full-time, part-time and LOA's:

155

As of June 30, 2014, provide the underutilization as reported for your agency to the IL Department of Human Rights 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

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: Include specific position titles that were filled externally.

2 Official/Managers - 1 PSA & 1 SPSA 3 Office Clerical - 3 Office Clerks

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Official/Managers	-1 decrease	Professional	-2 decrease	Technitions	0
paprotective services	0	Para-Professional	0	Office/Clerical	0

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

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? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Rutan Interview Training and Procedures. IWCC is at parity with no underutilization in African Americans.

How many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

4

Please list the position titles.

Exec. Director 2 PSA 1 Exec. 1

As of June 30, 2014, how many Rutan certified interviewers in your agency were African American?

5

How many Rutan interviews were conducted during the FY 14?

6

In how many Rutan interviews did African American interviewers participate?

5

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

No recruitment plans implemented. Administrative Assistants, & PSA Opt.3 are frequently internally filled. Office Clerks, & Office Coordinator are generally filled externally.

Provide the overall number of employees that vacated your agency due to retirement, layoff, termination and transfer during FY 14.

24

Please list the position titles.

Off. Coord., Off. Clerks, PSAs, Adm. Asst., SPSA, Comm. Sec. , Private Sec., Stud. Int., Tech. Adv.,

How many of those were African American?

10

Please include job titles that were vacated by African Americans.

Off. Coord., Off. Clerks, PSAs, Adm. Asst., Ind. Com, Tech., Stud. Int. Tech. Adv.

How many employees were hired during FY 14 and in what titles? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

20

How many of those were African American?

5

What position titles were filled by African Americans?

PSA, SPSA, Off. Clerks

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to increase the number of African Americans in supervisory and management positions.

None

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

1

How many of those were African American?

1

How many student workers/interns did your agency hire in FY 14? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 14, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

IWCC is not underutilized in this category

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

NO UNDERUTILIZATION

What recommendations were provided by AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None

Does your agency have a designated African American liaison to the African American community to assist HR staff in recruiting African Americans?

Name: No

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

None

How many veterans were hired externally during the year?

5

How many were African American Veterans?

5

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency including employment plan strategies for the new calendar year.

None

Appendix 4

Illinois Department of Human Rights
Agency EEO/Affirmative Action Profiles

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department on Aging

Director: John K. Holton, Ph.D.

EEO/AA Officer: Roseanne McNamara

Agency Workforce: 145

Fiscal Year: 2014

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: 371

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 32 Females, 1 African American, and 2 Asians. For minorities, during this quarter, there were 4 opportunities that did not address 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 (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 30 Females, 1 African American, and 2 Asians. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For females, there were 2 opportunities and 1 or 50% addressed this goal.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 29 Females, 1 African American, and 2 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there was 1 opportunity and 1 or 100% addressed this goal.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 28 Females, 1 African American, and 2 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For females, there was 1 opportunity that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 32 Females, 1 African American, and 2 Asians. For minorities, during the year, there were 7 opportunities that did not address these goals. For females, there were 7 opportunities and 4 or 57% addressed this goal. 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 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: 14

Fiscal Year: 2014

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: Capital Development Board

Executive Director: Jim Underwood

EEO/AA Officer: Heather Humphrey

Agency Workforce: 135

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 12 Females, 2 African Americans, and 1 Asian. For minorities, there were no opportunities to address these goals. For females, there was 1 opportunity and 1 or 100% addressed this goal. The agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 11 Females, 2 African Americans, and 1 Asian. For minorities, there were no opportunities to address these goals. For females, there were 2 opportunities and 1 or 100% addressed this goal.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 10 Females, 2 African Americans, and 1 Asian. For minorities, there were 3 opportunities that did not address these goals. For females, there was 1 opportunity that did not address this goal.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14 agency underutilization was 10 Females, 2 African Americans, and 1 Asian. For minorities there was 1 opportunity and 1 or 100% (1 African American) addressed these goals. For females, there was 1 opportunity that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 12 Females, 2 African Americans, and 1 Asian. For minorities, during the year there were 4 opportunities and 1 or 25% (1 African American) addressed these goals. For females, there were 5 opportunities and 2 or 40% addressed this goal. The 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 and female goals.

**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: 1,440

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 70 Females, 4 African Americans, 33 Hispanics, and 2 Asians. For minorities, during this quarter, there were 4 opportunities that did not address these goals. For females, there were 8 opportunities and 4 or 50% addressed these goals. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 66 Females, 4 African Americans, 33 Hispanics, and 2 Asians. For minorities, during this quarter, there were four opportunities that failed to address these goals. For females, there were 8 opportunities and 3 or 38% addressed this goal.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 63 Females, 4 African Americans, 33 Hispanics, and 2 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 6 opportunities and 3 or 50% addressed this goal.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 60 Females, 4 African Americans, 33 Hispanics, and 2 Asians. For minorities, during this quarter, there was one opportunity, 1, 1Hispanic, or 100%, addressed these goals. For females, there were 13 opportunities and 11 or 85% addressed this goal. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 70 Females, 4 African Americans, 33 Hispanics, and 2 Asians. For minorities, during the year, there were 8 opportunities and 1 or 13% (1 Hispanic) addressed these goals. For females, there were 35 opportunities and 21 or 60% addressed this goal. 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 goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Children and Family Services

Acting Director: Bobbie Gregg

EEO/AA Officer: Shelia Riley

Agency Workforce: 2,619

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 2 African Americans, 2 Hispanics, and 69 Asians . For minorities, during this quarter, there were 6 opportunities and 3 or 50% (3 Asians) addressed these goals. This agency is at parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 2 African Americans, 2 Hispanics, and 66 Asians. For minorities, during this quarter, there were 11 opportunities and 3 or 27% (1 African American and 2 Asians) addressed these goals.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 1 African American, 2 Hispanics, and 64 Asians. For minorities, during this quarter, there were 5 opportunities and 2 or 40% (2 Asians) addressed these goals.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 1 African American, 2 Hispanics, and 62 Asians. For minorities, during this quarter, there were 6 opportunities and 1 or 17% (1 African American) addressed these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY14 was 2 African Americans, 2 Hispanics, and 69 Asians. For minorities, during the year, there were 28 opportunities and 9 or 32% (2 African Americans and 7 Asians) addressed these goals. This 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

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: 3

Fiscal Year: 2014

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

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Agency in non-compliance

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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: 359

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 1 Hispanic and 4 Asians. For minorities, during this quarters, there were 2 opportunities and 1 or 50% (1 Asian) addressed these goals. This agency is at parity for women and people with disabilities.

SECOND THROUGH FOURTH QUARTERS (10/1/13 THROUGH 6/30/14)

As of 10/1/13, agency underutilization was 1 Hispanic and 3 Asians. For minorities, during this quarters, there were no opportunities to address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 1 Hispanics and 4 Asians. For minorities, during the year, there were 2 opportunities and 1 or 50% (1 Asian) addressed these goals. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

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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

Executive Director: Jonathan Feipel

EEO/AA Officer: Leigh Ann Myers

Agency Workforce: 236

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 21 Females, 1 Hispanic, and 4 Asians. For minorities, during this quarter, there were 3 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.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 21 Females, 1 Hispanic, and 4 Asians. For minorities, during this quarter, there was one opportunity to address minority goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

THIRD THROUGH FOURTH QUARTERS (1/1/14 THROUGH 6/30/14)

As of 1/1/14, agency underutilization was 21 Females, 1 Hispanic, and 4 Asians. For minorities and females during these quarters, there were no opportunities to address these goals. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 21 Females, 1 African American, and 4 Asians. For minorities, during the year, there were 4 opportunities that did not address these goals. For females, there were no opportunities to address these goals. 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: Fernando Chavarria

Agency Workforce: 11,050

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 579 Females, 47 African Americans, 26 Hispanics, 21 Asians, and 4 American Indians. For minorities, during this quarter, there were 5 opportunities and 4 or 80% (2 African Americans and 2 Asians) addressed these goals. For females, there were 162 opportunities and 38 or 23% addressed this goal. This agency is underutilized by 156 people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 541 Females, 45 African Americans, 26 Hispanics, 19 Asians, and 4 American Indians. For minorities, during this quarter, there were 19 opportunities and 2 or 11% (2 Asians) addressed these goals. For females, there were 31 opportunities and 15 or 48% addressed this goal. This agency is underutilized by 156 people with disabilities.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 526 Females, 45 African Americans, 26 Hispanics, 17 Asians, and 4 American Indians. For minorities, during this quarter, there were 20 opportunities and 5 or 25% (2 African Americans, 1 Hispanic, and 2 Asians) addressed these goals. For females, there were 90 opportunities and 23 or 26% addressed this goal. This agency is underutilized by 154 people with disabilities.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 503 Females, 43 African Americans, 25 Hispanics, 15 Asians, and 4 American Indians. For minorities, during this quarter, there were 10 opportunities and 3 or 30% (1 Hispanic, 1 Asian, and 1 American Indian) addressed these goals. For females, there were 67 opportunities and 12 or 18% addressed this goal. This agency is underutilized by 154 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 579 Females, 47 African Americans, 26 Hispanics, 21 Asians, and 4 American Indians. For minorities, during the year, there were 54 opportunities and 14 or 26% (4 African Americans, 2 Hispanics, 7 Asians, and 1 American Indian) addressed these goals. For females, there were 350 opportunities and 88 or 25% addressed this goal. This agency is underutilized by 154 people with disabilities.

FINDINGS

Agency in compliance

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Agency in non-compliance

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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. 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: 2014

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

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Agency in non-compliance

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RECOMMENDATIONS/COMMENTS

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Criminal Justice Information Authority

Executive Director: Jack Cutrone

EEO/AA Officer: Luz Agosto

Agency Workforce: 85

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 6 Hispanics. For minorities, during this quarter, there were no opportunities to address these goals. This agency is at parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 6 Hispanics. For minorities, during this quarter, there were 2 opportunities and 1 or 50% (1 Hispanic) addressed these goals.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 5 Hispanics. For minorities, during this quarter, there were no opportunities to address these goals.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 5 Hispanics. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 Hispanic) addressed these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY14 was 6 Hispanics. For minorities, during the year, there were 3 opportunities and 2 or 67% (2 Hispanics) addressed this goal. This 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 goals.

**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: 2014

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: Renee Strickland

Agency Workforce: 10

Fiscal Year: 2014

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: Emergency Management Agency

Director: Jonathan E. Monken

EEO/AA Officer: Kevin Moore

Agency Workforce: 201

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 12 Females, 1 Hispanic, and 1 Asian. For females and minorities, there were no opportunities to address these goals. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 12 Females, 1 Hispanic, and 1 Asian. For minorities, there were no opportunities to address these goals during this quarters. For females, there was 1 opportunity, 1 or 100%, addressed these goals.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 11 Females, 1 Hispanic, and 1 Asian. For minorities, there were no opportunities to address these goals during this quarters. For females, there were 2 opportunities, 2 or 100%, addressed these goals.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 9 Females 1 Hispanic, and 1 Asian. For females, there were three opportunities to address these goals, 2 or 67% addressed these goals. For minorities, there were no opportunities to address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY14 was 12 Females, 1 Hispanic, and 1 Asian. There were no opportunities to address minority goals. For females, there were 6 opportunities to address these goals, and 5 or 83% addressed these 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 the minority 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: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 6 Females, 1 Hispanic, and 13 Asians. For minorities, during this quarter, there were no opportunities to 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 THROUGH THIRD QUARTERS (10/1/13 THROUGH 3/31/14)

As of 10/1/13, agency underutilization was 5 Females, 1 Hispanic, and 13 Asians. For minorities, during these quarters, there were no opportunities to address these goals. For females, during these quarters, there were no opportunities to address this goal.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 5 Females, 1 Hispanic, and 13 Asians. For minorities, during this quarter, there were 6 opportunities that did not address these goals. For females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY14 was 6 Females, 1 Hispanic, and 13 Asians. For minorities, during the year, there were 6 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.

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: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginng of FY14 was 85 Females, 3 African Americans, and 2 Asians. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For females, there were 6 opportunities and 4 or 67% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 81 Females, 3 African Americans, and 2 Asians. For minorities, during this quarter, there were 6 opportunities that did not address these goals. For females, there were 7 opportunities and 4 or 57% addressed this goal.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 77 Females, 3 African Americans, and 2 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For females, there were 3 opportunities and 3 or 100% addressed this goal.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 74 Females, 3 African Americans, and 2 Asians. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 African American) addressed these goals. For females, there were 13 opportunities and 7 or 54% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginng of FY14 was 85 Females, 3 African Americans, and 2 Asians. For minorities, during the year, there were 10 opporutnities and 1 or 10% (1 African American) addressed these goals. For females, there were 29 opportunities and 18 or 62% addressed this goal. This agency is at aprity 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 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: 450

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 1 Female and 9 Asians. For minorities, during this quarter, there were 5 opportunities that did not address these goals. 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.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 9 Asians. For minorities, during this quarter, there were no opportunities to address these goals.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 9 Asians. For minorities, during this quarter, there was 1 opportunity that did not address these goals.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 9 Asians. For minorities, during this quarter, there were 3 opportunities that did not address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 1 Female and 9 Asians. For minorities, during the year, there were 9 opportunities that did not address 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

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Agency in non-compliance

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RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goal. Agency achieved parity for females.

**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: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 3 Females, 3 African Americans, and 1 Hispanic. For minorities, during this quarter, there was 1 opportunity 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.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 3 Females, 3 African Americans, and 1 Hispanic. 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.

THIRD THROUGH FOURTH QUARTERS (1/1/14 THROUGH 6/30/14)

As of 1/1/14, agency underutilization was 3 Females, 3 African Americans, and 1 Hispanic. For minorities, during these quarters, there were no opportunities to address these goals. For females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 3 Females, 3 African Americans, and 1 Hispanic. For minorities, during the year, there was one opportunity that did not address these goals. For females, during the year, there was one opportunity that did not address this goal. 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 and female goals.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Gaming Board

Administrator: Mark Ostrowski

EEO/AA Officer: Karen Weathers

Agency Workforce: 164

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 14 Females, 1 Hispanic, and 3 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were two opportunities, 1 or 50%, addressed this goal. This agency is underutilized by 1 person with a disability.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 13 Females, 1 Hispanic, and 3 Asians. For minorities, during this quarter, there were two opportunities that failed to address these goals. For females, there were no opportunities to address these goals. This agency is underutilized by 1 person with a disability.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 13 Females, 1 Hispanic, and 3 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were two opportunities and 2 females addressed this goal. This agency is underutilized by 1 person with a disability.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 11 Females, 1 Hispanic, and 3 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females during this quarter, there were 2 opportunities, 2 or 100% addressed these goals. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 14 Females, 1 Hispanic, and 3 Asians. For minorities, during the year, there were 2 opportunities that did not address these goals. For females, there were 6 opportunities, 5 or 83% addressed 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

**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: 106

Fiscal Year: 2014

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 (7/1/13 THROUGH 6/30/14)

Agency underutilization for the beginning of FY14 was 2 Asians. 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: 2,081

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 9 African Americans, 7 Hispanics, and 3 Asians. For minorities, during this quarter, there were 3 opportunities and 2 or 67% (2 Hispanics) addressed these goals. This agency is at parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 9 African Americans, 5 Hispanics, and 3 Asians. For minorities, during this quarter, there were 8 opportunities and 4 or 50% (3 African Americans and 1 Hispanic) addressed these goals.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 6 African Americans, 4 Hispanics, and 3 Asians. For minorities, during this quarter, there were 6 opportunities and 4 or 67% (1 African American and 3 Hispanics) addressed these goals.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 5 African Americans, 1 Hispanic, and 3 Asians. For minorities, during this quarter, there were 8 opportunities and 1 or 13% (1 African American) addressed these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 9 African Americans, 7 Hispanics, and 3 Asians. During the year, there were 25 opportunities and 11 or 44% (5 African Americans and 6 Hispanics) addressed these goals. This agency is at parity for females. The 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

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Historic Preservation Agency

Director: Amy Martin

EEO/AA Officer: Dawn DeFraties

Agency Workforce: 164

Fiscal Year: 2014

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 (7/1/13 THROUGH 12/31/13)

Agency underutilization at the beginning of FY14 was 5 Females and 2 African Americans. For females during these quarters, there were no opportunities to address this goal this quarter. For minorities, there were no opportunities to address these goals. This agency is at parity for people with disabilities.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 5 Females and 2 African Americans. For females, there was one opportunity, and 1 female, or 100%, addressed this goal this quarter. For minorities, there were no opportunities to address these goals. This agency is at parity for people with disabilities.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 4 Females and 2 African Americans. For females, there were no opportunities to address this goal this quarter. For minorities, there were no opportunities to address these goals. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 5 Females and 2 African Americans. For minorities, during the year, there were no opportunities to address this goal. For females, there was one opportunity, and 1 female, or 100%, addressed this goal. 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 minority goals and too few 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: 19

Fiscal Year: 2014

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

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Agency in non-compliance

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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: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 5 African Americans and 4 Asians. During this quarter there was 1 opportunity and 1 or 100% (1 African American) addressed the minority goals. This agency is at parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 4 African Americans and 4 Asians. During this quarter, there were no opportunities to address the minority goals.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 10/1/13, agency underutilization was 4 African Americans and 4 Asians. During this quarter, there were 5 opportunities and 5 or 100% (3 African Americans and 2 Asians) addressed the minority goals.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 1 African American and 2 Asians. During this quarter, there were no opportunities to address the minority goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 5 African Americans and 4 Asians. During the year, there were 6 opportunities and 6 or 100% (4 African Americans and 2 Asians) addressed the minority goals. 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 were too few opportunities to address the minority goals.

**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: 11,898

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 61 Females, 21 African Americans, 122 Hispanics, 138 Asians, and 1 Native American. For minorities, during this quarter, there were 27 opportunities and 1 or 4% (1 Asian) addressed these goals. For females, there were 5 opportunities and 3 or 60% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 58 Females, 21 African Americans, 122 Hispanics, 137 Asians, and 1 Native American. For minorities, during this quarter, there were 74 opportunities and 7 or 9% (3 Asians 3 Hispanics, and 1 Asian) addressed these goals. For females, there were 72 opportunities to address this goal and 29 or 40% addressed this goal.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 29 Females, 21 African Americans, 119 Hispanics, 136 Asians, and 1 Native American. For minorities, during this quarter, there were 59 opportunities and 9 or 15% (3 Hispanics, 3 African Americans, and 3 Asians) addressed these goals. For females, there were 3 opportunities and 2 or 67% addressed this goal.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 27 Females, 18 African Americans, 116 Hispanics, 133 Asians, and 1 Native American. For minorities, during this quarter, there were 53 opportunities and 9 or 17% (2 African Americans and 7 Asians) addressed these goals. For females, there were 4 opportunities that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 61 women, 21 African Americans, 122 Hispanics, 138 Asians, and 1 Native American. For minorities, during the year, there were 214 opportunities and 26 or 12% (6 Hispanics, 8 African Americans, and 12 Asians) addressed these goals. For females, there was 84 opportunities, and 34 or 40% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance

☐

Agency in non-compliance

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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 84 opportunities to address the female goals, and 34 or 40%, 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 25%, and a referral will be made to the Department of Central Management Services for training.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Independent Tax Tribunal

Director: James Conway

EEO/AA Officer: Kristene Callanta

Agency Workforce: 3

Fiscal Year: 2014

COMPLIANCE CRITERIA

- | | Met | Not Met | N/A |
|---|-----|---------|-----|
| 1. Existence of an approved plan. | | | |
| 2. Met minimum compliance criteria: | | | |
| a. Minorities | | | |
| b. Females | | | |
| 3. Agency's EEO/AA policy has been disseminated throughout the agency. | | | |
| 4. Appropriate EEO/AA training programs. | | | |
| 5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints. | | | |
| 6. Timely submission of required reports. | | | |
| 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. | | | |
| 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. | | | |
| 9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules. | | | |

AFFIRMATIVE ACTION PERFORMANCE

FINDINGS

Agency in compliance	<input type="checkbox"/>	Agency in non-compliance	<input type="checkbox"/>
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RECOMMENDATIONS/COMMENTS

The Illinois General Assembly created the Independent Tax Tribunal (PA 97-1129) as an independent state agency according to the Illinois Independent Tax Tribunal Act of 2012 (35 ILCS 1010/). The agency started in the third quarter of fiscal year 2014.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Insurance

Director: Andrew Boron

EEO/AA Officer: Ryan Gillespie

Agency Workforce: 243

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 2 Females. For minorities, the agency is at parity. For females, there was 1 opportunity and 1 or 100% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

Agency underutilization at the beginning of FY14 was 1 Female. For females, there was 1 opportunity and 1 or 100% addressed this goal. Agency achieved parity.

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: 11

Fiscal Year: 2014

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

Acting Director: Candice Jones

Interim EEO/AA Officer: Fernando Chavarria

Agency Workforce: 1,003

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 136 Females, 8 Hispanics, and 34 Asians. For minorities, during this quarter, there were 5 opportunities and 1 or 20% (1 Asian) addressed these goals. For females, there were 25 opportunities and 13 or 52% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 123 Females, 8 Hispanics, and 33 Asians. For minorities, during this quarter, there were 5 opportunities that did not address these goals. For females, there were 3 opportunities and 1 or 33% addressed this goal.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 122 Females, 8 Hispanics, and 33 Asians. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 Asian) addressed these goals. For females, there were 23 opportunities and 23 or 100% addressed this goal.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 99 Females, 8 Hispanics, and 32 Asians. For minorities, during this quarter, there were 3 opportunities and 2 or 67% (1 Hispanic and 1 Asian) addressed these goals. For females, there were 32 opportunities and 14 or 44% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 136 Females, 8 Hispanics, and 34 Asians. For minorities, during the year, there were 14 opportunities and 4 or 29% (1 Hispanic and 3 Asians) addressed these goals. For females, there were 83 opportunities and 51 or 61% addressed this goal. 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: Department of Labor

Director: Joseph Costigan

EEO/AA Officer: Salvatore Calace

Agency Workforce: 90

Fiscal Year: 2014

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: Labor Relations Board

Executive Director: Melissa Mlynski

EEO/AA Officer: Carla Stone

Agency Workforce: 16

Fiscal Year: 2014

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 (7/1/13 THROUGH 6/30/14)

Agency underutilization at the beginning of FY14 was 1Asian. During these quarters there were no opportunities to address this goal. The agency is at parity for females. The agency is underutilized by 1 person with a disability.

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: Law Enforcement Training and Standards Board

Executive Director: Kevin McClain

EEO/AA Officer: Anthony Raffety

Agency Workforce: 17

Fiscal Year: 2014

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

This agency failed to complete its sexual harassment prevention training and post its sexual harassment prevention policy. The agency must post its sexual harassment prevention policy immediately and conduct annual sexual harassment prevention training programs. In addition, the agency must provide the Department copies of attendance sheets with the names of staff members in attendance at these programs and must ensure that make-up training sessions are provided for those unable to attend the original programs.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Lottery

Superintendent: Michael J. Jones

EEO/AA Officer: Lydia S. Mills

Agency Workforce: 135

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 1 Female, 1 African American and 2 Asians. For minorities during this quarter, there was one opportunity to hire/promote in the underutilized categories that did not address these goals. For females during this quarter, there was one opportunity to hire/promote in the underutilized category that did not address these goals. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 1 Female, 1 African American and 2 Asians. 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 or 100% addressed this goal. This agency is at parity for people with disabilities.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14 agency underutilization was 1 African American and 2 Asians. For minorities during this quarter there were one opportunity to hire/promote in the underutilized categories, 1 Asian or 100%, addressed these goals. The agency is at parity for females and people with disabilities.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14 agency underutilization was 1 African American and 1 Asian. For minorities during this quarter there were no opportunities to hire/promote in the underutilized categories. The agency is at parity for females and people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 1 Female, 1 African American and 2 Asians. For minorities, during the year, there were 2 opportunities, and 1 (1 Asian), or 50%, 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

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Agency in non-compliance

☐

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address minority goals this year. Parity was achieved for females.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Medical District Commission

Executive Director: Warren Ribley

EEO/AA Officer: Kesner Bienvenu

Agency Workforce: 15

Fiscal Year: 2014

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: Anthony L. Boster

Agency Workforce: 213

Fiscal Year: 2014

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 THIRD QUARTERS (7/1/13 THROUGH 3/31/14)

Agency underutilization at the beginning of FY14 was 23 Females, and 2 Hispanics. For minorities during these quarters, there were no opportunities to address this goal. For females during these quarters, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 23 Females, and 2 Hispanics. For minorities, during this quarter, there were no opportunities to address this goal. For females, there was one opportunity that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 23 Females and 2 Hispanics. For minorities, during the year, there were no opportunities to address this goal. For females, there was one opportunity that did not 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 female goals and no opportunities to address the minority 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: 1,167

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 117 Females, 21 African Americans, 12 Hispanics, and 7 Asians. For minorities, during this quarter, there was 1 opportunity, that did not address these goals. For females, there were 15 opportunities, 5 or 33% addressed these goals. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 112 Females, 21 African Americans, 12 Hispanics, and 7 Asians. For minorities, during this quarter, there were 6 opportunities to address these goals which did not address these goals. For females, there were 9 opportunities to address these goals, 2 or 22% addressed these goals.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 110 Females, 21 African Americans, 12 Hispanics, and 7 Asians. For minorities, during this quarter, there were 2 opportunities, 1 or 50%, 1 Asian addressed these goals. For females, there were 6 opportunities and 2 or 33% addressed this goal.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 108 Females, 21 African Americans, 12 Hispanics, and 6 Asians. For minorities, during this quarter, there were 8 opportunities that did not address these goals. For females, there were 10 opportunities that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 117 Females, 21 African Americans, 12 Hispanics, and 7 Asians. For minorities, during the year, there were 17 opportunities, 1 or 6% (1 Asian) addressed these goals. For females, there were 39 opportunities and 8 or 21% 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. Although the agency's performance in regards to hiring women was only 21%, and its performance in regards to hiring minorities was only 6%, the agency conducted substantial outreach to attract minorities and women, and in most cases the availability of qualified individuals for the specialized vacancies that this agency has is low. For these reasons, the Department finds that agency made a good faith effort in addressing its affirmative action goals and is given an exception for failing to meet DHR's minimum compliance criteria.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: State Police

Director: Hiram Grau

Interim EEO/AA Officer: Acting Lieutenant Christy White

Agency Workforce: 2,869

Fiscal Year: 2014

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 (7/1/13 THROUGH 10/30/13)

Agency underutilization at the beginning of FY14 was 61 Females, 50 African Americans, 19 Hispanics, 25 Asians, and 3 American Indians. For minorities, during this quarter, there were 5 opportunities to address these goals, 1 African American or 20%, addressed these goals. For females, there were no opportunities to address this goal. This agency is underutilized by 28 people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 1/1/14, agency underutilization was 61 Females, 49 African Americans, 19 Hispanics, 25 Asians, and 3 American Indians. For minorities, during this quarter, there were 37 opportunities, 6(4 African Americans, 2 Hispanic) or 16% addressed these goals. For females, there was 27 opportunities and 2 or 7% addressed this goal. This agency is underutilized by 28 people with disabilities.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 59 Females, 45 African Americans, 17 Hispanics, 25 Asians, and 3 American Indians. For minorities, during this quarter, there were 6 opportunities, 2 (1 African American and 1 Hispanic) or 33% addressed these goals. For females, there was no opportunities and to address this goal. This agency is underutilized by 28 people with disabilities.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 59 Females, 44 African Americans, 16 Hispanics, 25 Asians, and 3 American Indians. For minorities, during this quarter, there were 31 opportunities to address these goals, 3 or 10%% (3 African Americans) addressed this goal. For females, there were 29 opportunities to address this goal, 3 or 10% addressed the goal. This agency is underutilized by 28 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 61 Females, 50 African Americans, 19 Hispanics, 25 Asians, and 3 American Indians. For minorities, during the year, there were 79 opportunities and 12 or 15% (9 African Americans and 3 Hispanic) addressed these goals. For females, there were 56 opportunities and 5 or 9% addressed this goal. This agency is underutilized by 28 people with disabilities.

FINDINGS

Agency in compliance ☐ Agency in non-compliance ☒

RECOMMENDATIONS/COMMENTS

This agency failed to meet the DHR standard of 37% for female goals, in that it addressed such goals only 9% of the time. The agency also failed to meet the DHR standard of 25% for minority goals, in that it addressed such goals only 15% of the time. ISP will be referred to the Department of Central Management Services for assistance in providing training to meet the minority and female affirmative action goals. Finally, the agency failed to address its underutilization of people with disabilities. It is recommended that the agency request the SD list each time there is a Code vacancy for which such a list exists.

**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: 2014

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: 2014

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: Prisoner Review Board

Chairman: Adam Monreal

EEO/AA Officer: Nichole Damhoff

Agency Workforce: 17

Fiscal Year: 2014

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: Property Tax Appeal Board

Executive Director: Louis Apostol

EEO/AA Officer: Becky Hesse

Agency Workforce: 32

Fiscal Year: 2014

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 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 Public Health

Director: LaMar Hasbrouck, M.D., M.P.H.

EEO/AA Officer: Robin Tucker-Smith

Agency Workforce: 1,143

Fiscal Year: 2014

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 THIRD QUARTERS (7/1/13 THROUGH 3/31/14)

Agency underutilization at the beginning of FY14 was 3 Asians. For minorities, during these quarters, there were no opportunities to address this goal. The agency is at parity for females. This agency is at parity for people with disabilities.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 3 Asians. For minorities, during this quarter, there was one opportunity that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 3 Asians. For minorities, during the year, there was one opportunity that did not address this 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 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: 50

Fiscal Year: 2014

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 (7/1/13 THROUGH 6/30/14)

Agency underutilization at the beginning of FY14 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: 100

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of the year was 1 African American, 2 Hispanics, and 1 Asian. There was one opportunity, 1 Asian, or 100%, that addressed this goal this quarter. The agency is at parity for females and people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13 agency underutilization was 1 African American and 2 Hispanics. There were two opportunities that did not address this goal this quarter.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14 underutilization was 1 African American and 2 Hispanics. During the quarter there was one opportunity to address this goal, 1 African American or 100%, addressed the goal.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14 underutilization was 2 Hispanics. During the quarter there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 1 African American, 2 Hispanics, and 1 Asian. For minorities, during the year, there were 4 opportunities, 2 (1 African American and 1 Asian), or 50%, that addressed 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: 1,638

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 9 Females, 10 African Americans, 6 Hispanics, and 5 Asians. For minorities, during this quarter, there were 29 opportunities and 8 or 28% (5 African Americans, 1 Hispanic, and 2 Asians) addressed these goals. For females, during this quarter, there were 8 opportunities and 8 or 100% addressed these goals. The agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, underutilization was 1 Female, 5 African Americans, 5 Hispanics, and 3 Asians. For minorities, during the quarter, there were 4 opportunities and 2 or 50% (1 African American and 1 Hispanic) addressed these goals. There were no opportunities to address female goals. The agency is at parity for people with disabilities.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14 underutilization was 1 Female, 4 African Americans, 4 Hispanics, and 3 Asians. For minorities, during the quarter, there were 4 opportunities and 1 or 25% (1 African American) addressed these goals. There were no opportunities to address female goals. The agency is at parity for people with disabilities.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14 underutilization was 1 Female, 3 African Americans, 4 Hispanics, and 3 Asians. For minorities, during the quarter, there were 5 opportunities and 2 or 40% (1 African American and 1 Hispanic) addressed these goals. There were no opportunities to address female goals. The agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 9 Females, 10 African Americans, 6 Hispanics, and 5 Asians. For minorities, during the year, there were 42 opportunities and 13 or 31% (8 African Americans, 3 Hispanics, and 2 Asians) addressed these goals. There were 8 opportunities to address female goals, and 8 or 100% addressed these goals. 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

Acting Secretary: Erica J. Borggren

EEO/AA Officer: Karen Ward

Agency Workforce: 5,333

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 918 Females, 48 African Americans, 157 Hispanics, 38 Asians, and 1 American Indian. For minorities, during this quarter, there were 9 opportunities and 7 or 78% (3 African Americans and 4 Hispanics) addressed these goals. For females, there were 25 opportunities and 16 or 64% addressed this goal. This agency is underutilized by 167 people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 902 Females, 45 African Americans, 153 Hispanics, 38 Asians, and 1 American Indian. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 16 opportunities and 11 or 69% addressed this goal. This agency is underutilized by 166 people with disabilities.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 891 Females, 45 African Americans, 153 Hispanics, 38 Asians, and 1 American Indian. For minorities, during this quarter, there were 2 opportunities and 2 or 100% (1 African American and 1 Hispanic) addressed these goals. For females, there were 9 opportunities and 9 or 100% addressed this goal. This agency is underutilized by 166 people with disabilities.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 882 Females, 44 African Americans, 152 Hispanics, 38 Asians, and 1 American Indian. For minorities, during this quarter, there were 5 opportunities and 3 or 60% (3 Hispanics) addressed these goals. For females, there were 5 opportunities and 2 or 40% addressed this goal. This agency is underutilized by 164 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY14 was 918 Females, 48 African Americans, 157 Hispanics, 38 Asians, and 1 American Indian. For minorities, during the year, there were 16 opportunities and 12 or 75% (4 African Americans and 8 Hispanics) addressed these goals. For females, there were 55 opportunities and 38 or 69% addressed this goal. This agency is underutilized by 164 people with disabilities.

FINDINGS

Agency in compliance

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Agency in non-compliance

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RECOMMENDATIONS/COMMENTS

The agency is underutilized by 164 people with disabilities and has not made much progress in addressing this underutilization. In FY15, the agency should request the Successful Disability Opportunities list for each hiring opportunity for which a list exists.

**ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE**

Agency: Department of Veterans' Affairs

Acting Director: Rodrigo Garcia

EEO/AA Officer: Fee Habtes

Agency Workforce: 1,332

Fiscal Year: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 3 Females, 13 African Americans, and 5 Hispanics. For minorities, during this quarter, there were six opportunities that did not address these goals. For females, there were no opportunities to address the female goal. This agency is underutilized by 4 people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, underutilization was 3 Females, 13 African Americans, and 5 Hispanics. For minorities, during this quarter, there were 8 opportunities and 2 or 25% (1 African American and 1 Hispanic) addressed these goals. For females, there were no opportunities to address the female goal. This agency is underutilized by 4 people with disabilities.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, underutilization was 3 Females, 12 African Americans, and 4 Hispanics. For minorities, during this quarter, there were 11 opportunities and 3 or 27% (3 African Americans) addressed these goals. For females, there were no opportunities to address the female goal. The agency is at parity for people with disabilities.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, underutilization was 3 Females, 9 African Americans, and 4 Hispanics. For minorities, during this quarter, there was 12 opportunities that did not address these goals. For females, there were no opportunities to address the female goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY14 was 3 Females, 13 African Americans, and 5 Hispanics. For minorities, there were 37 opportunities and 5 or 14% (4 African Americans and 1 Hispanic) addressed these goals. For females, there were no opportunities to address the female 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 the female goal. The agency is at parity for people with disabilities. In regards to minority goal performance, 14% of opportunities addressed these goals. The Department of Human Rights' minimum compliance standard for minorities is 25%. The agency will be referred to the Department of Central Management Services for training.

**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: 2014

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 (7/1/13 THROUGH 9/30/13)

Agency underutilization at the beginning of FY14 was 4 Asians. During this quarter, there were 3 opportunities and 1 or 33% (1 Asian) addressed the minority goal. Agency is at parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/13 THROUGH 12/31/13)

As of 10/1/13, agency underutilization was 3 Asians. During this quarter, there were no opportunities to address the minority goal.

THIRD QUARTER (1/1/14 THROUGH 3/31/14)

As of 1/1/14, agency underutilization was 3 Asians. During this quarter, there were two opportunities that did not address the minority goal.

FOURTH QUARTER (4/1/14 THROUGH 6/30/14)

As of 4/1/14, agency underutilization was 3 Asians. During this quarter, there were two opportunities that did not address the minority goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY14 was 3 Asians. During the year, there were 7 opportunities and 1 or 14% (1 Asian) addressed 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 were too few opportunities to address the minority goal.