



State of Illinois
Illinois Department of Central Management Services

STATE OF ILLINOIS 2017

African American Employment Plan



Respectfully submitted to the Illinois General Assembly
by Central Management Services



OFFICE OF THE GOVERNOR

207 STATE HOUSE
SPRINGFIELD, ILLINOIS 62706

BRUCE RAUNER
GOVERNOR

February 1, 2017

Dear General Assembly Member,

Please find attached the 2017 State African American Employment Plan report, which outlines the action steps of coded state agencies towards a state workforce that accurately reflects the rich diversity of Illinois. While I am proud to report increased access to state employment for African Americans, there is always room for improvement to achieve full representation at all levels of state government.

During this reporting period, my Administration collaborated with the African American Employment Plan Advisory Council and assisted in the development of this plan with the Illinois Department of Central Management Services. Within the plan, you will find information about how the state workforce compares to demographic data, status reports on recruitment and retention efforts, and objectives for the future.

I believe sustained efforts are required to create a more inclusive and representative state workforce to ensure Illinois remains a leader in diverse employment practices and serves as an example for all Illinois employers. The African American Employment Plan will continue to be part of my Administration's unwavering commitment to building a workforce that truly reflects the diversity throughout the Land of Lincoln.

I remain committed to promoting a workforce that benefits from the incredible diversity of Illinois. I am confident that the Illinois Department of Central Management Services' Diversity Enrichment Program will continue to partner with the African American Employment Plan Advisory Council to meet the goals and objectives outlined in this year's plan.

Sincerely,

A handwritten signature in black ink, reading "Bruce Rauner".

Bruce Rauner
Governor



ILLINOIS

Bruce Rauner, Governor

DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

Michael M. Hoffman, Acting Director

February 1, 2017

Dear General Assembly Member:

Enclosed please find an electronic copy of the 2017 State African American Employment Plan, which the Department of Central Management Services is required to prepare and submit to the General Assembly, pursuant to Public Act 096-1341, reporting each agency's activities in implementing the plan.

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

Governor Bruce Rauner remains committed to diversity in our workforce, including the recruitment, hiring, training, retention and promotion of African American and bilingual employees. As this report shows, much progress has been made during Governor Rauner's Administration, and we look forward to witnessing continued efforts to increase the diversity of our State workforce.

There are many benefits of having a diverse workforce, but perhaps the most significant is so State agencies can provide better services more efficiently to the public. By working together on this initiative, we can achieve the objectives outlined in the African American Employment Plan and better serve the people of our great state.

Sincerely,

A handwritten signature in black ink, appearing to read "M. M. Hoffman", followed by a long horizontal line.

Michael M. Hoffman
Acting Director

Table of Contents

I.	Executive Summary	2
II.	Current Demographics.	4
III.	2016 African American Employment Plan Objectives Status Report	17
IV.	Summary of Statewide African American Employment Plan Online Survey	20
V.	2017 State African American Action Plan and Objectives.	23
VI.	Conclusion	26

I. 2016 Executive Summary

Senate Bill 3531, the State African American Employment Plan, was signed on July 27, 2010, becoming Public Act 096-1341. It mandates the Department of Central Management Services (CMS), in collaboration with the African American Employment Plan (AfaEP) Advisory Council, to submit to the General Assembly an annual report on African American Employment in the State of Illinois by February 1st of each year. This report represents data on African American employment throughout state government and outlines the AfaEP Advisory Council's activities for the reporting period of January 1, 2016 through December 31, 2016.

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

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

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

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

- Department of Human Services
- Department of Veterans' Affairs
- Department of Corrections
- Illinois State Police
- Department of Revenue
- Department of Transportation
- Department of Natural Resources
- Department of Juvenile Justice
- Department of Employment Security
- Department of Central Management Services

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

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

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

- Providing technical assistance and hiring best practices as a means of strengthening the tenets of their individual AfAEPs.
- Targeted recruitment partnerships with colleges and universities with a significant amount of African American students and AfAEP Advisory Council alumni.
- Broader distribution of State job postings to ensure African American community awareness of State job opportunities and participation in the State employment process.
- Increase participation of African Americans on Rutan interview panels.
- Employment Plans should be more detailed and specific about methods to recruit targeted groups and for particular titles.
- Increasing number of African Americans in senior level positions.
- The Council raised concerns about delays in evaluating applications and issuing grades to applicants and encouraged improving the process.
- Review the random selection process that state agencies use when hiring from open competitive lists to insure diverse candidates are considered for interviews.
- Recruitment strategy to increase African American veteran applicant pool.
- Provide guidance to agencies who may have fallen short of meeting their affirmative action goals in an effort to develop or improve agency recruitment strategies and increase the number of African Americans hired or promoted within the agency, including those serving in supervisory, technical, professional and managerial positions.

II. Current Demographics

Data used for developing the 2017 report is based on calendar year 2016, a year in which hiring agencies continued to face tremendous fiscal challenges and limited opportunities to hire. The State's workforce experienced a net decrease of 2,593 employees from 46,872 in December 2015 compared to 44,279 at the end of December 2016. During that time, the number of African Americans in Personnel Code-covered positions decreased from 9,894 to 9,468, a decrease of 3.8%.

According to the 2010 U.S. Census Data, African Americans comprise 14.5 % of Illinois' general population. As of December 31, 2016, African American employees accounted for 21.4% of the 44,279 employees in Personnel Code-covered positions. The five Illinois counties with the highest number of African Americans in the state workforce are listed below along with the African American population.

COUNTY	% AFRICAN AMERICAN POPULATION	% AFRICAN AMERICAN STATE WORKFORCE
Cook	(1,287,767) 24.8%	(4,705) 52.7 %
Will	(75,743) 11.2%	(824) 48.4%
Kankakee	(17,187) 15.1%	(790) 48.8%
Sangamon	(23,335) 11.8%	(790) 7.7%
Kane	(515,269) 5.7%	(416) 27.7%

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

Agency	Employees		% African American
	African American	Total	
HUMAN SERVICES	4,655	12,933	35.99%
CORRECTIONS	1,388	11,737	11.83%
CHILDREN & FAMILY SVCS	974	2,542	38.32%
HEALTHCARE & FAMILY SRV	342	1,035	33.04%
EMPLOYMENT SECURITY	327	1,887	17.33%

As we examine the most recent statistical data and compare gender, the ratio of African American women to men employed statewide in Personnel Code-covered positions is 2 to 1. There are 6,419 African American women compared to 3,049 African American men employed in Personnel Code-covered positions. The number of African American employees by gender and their percentage of the African American State workforce are indicated below.

GENDER	Count of African American Employees
Women	6,419 (67.8%)
Men	3,049(32.2%)

During this calendar, there were 77,807 open competitive examinations administered. Of those, 18,017 were administered to African Americans. The total number of examinations as well as the number administered to African Americans trended down this reporting period. The graph below illustrates how African Americans fared when compared to all applicants.

CY 2016	GRADES			TOTALS		
	A	B	C	PASS	FAILED	APPS
TOTAL OPEN COMPETITIVE GRADES	18,877	23,671	12,547	55,095	22,712	77,807
AFRICAN AMERICANS	2,982	4,880	3,868	11,730	6,287	18,017
NON-AFRICAN AMERICANS	15,895	18,791	8,679	43,365	16,425	59,790

The percentage of African Americans with a passing grade was 65.1% which was lower than the 72.5% of non-African Americans with a passing grade. Of the total number of grades issued to African Americans, 16.6% of the grades issued were A grades. Among non-African Americans, 26.6% of the grades issued were A.

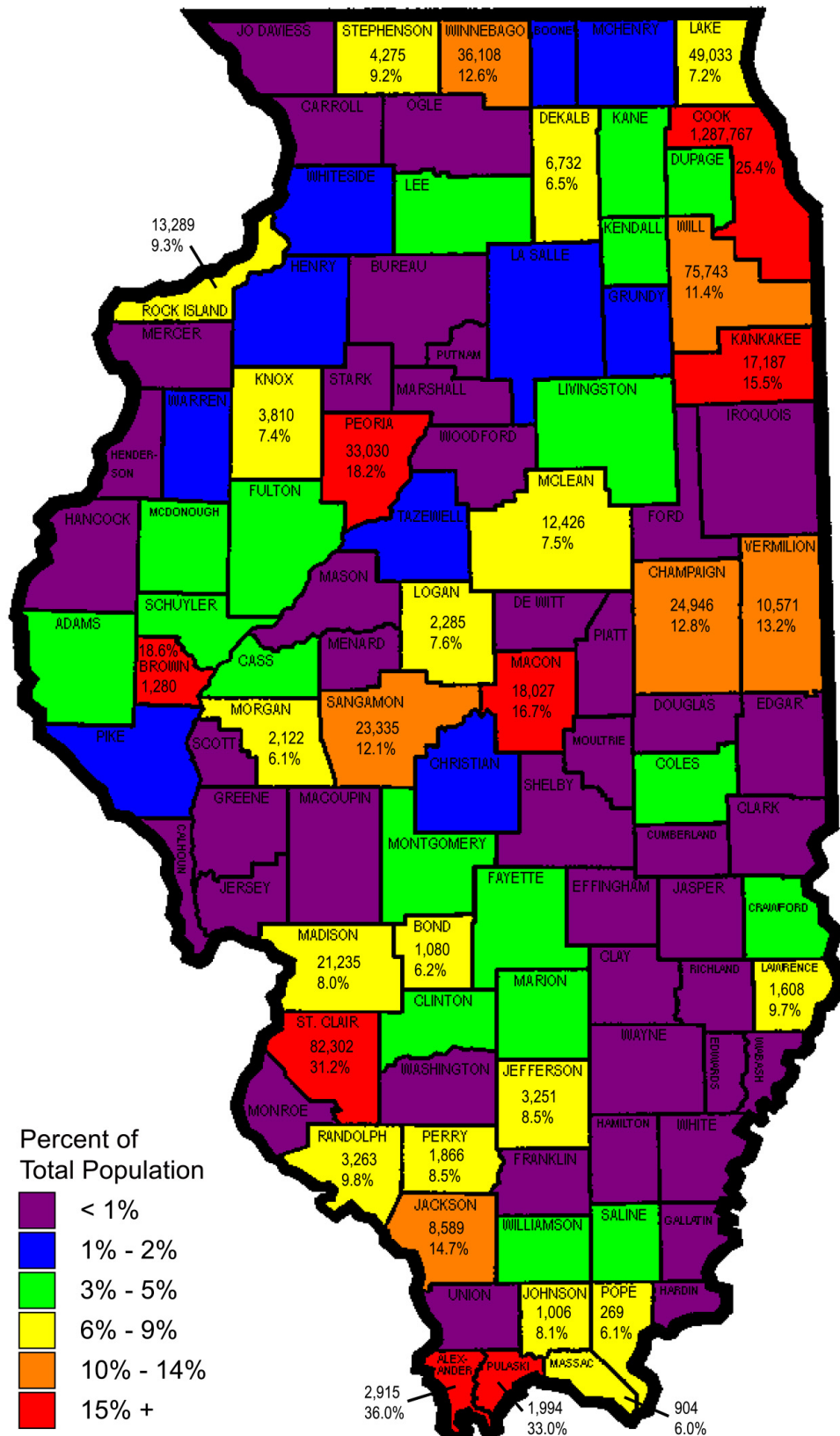
There were 24,928 promotional grades issued to state employees, including 6,511 to African American employees. The percentage of passing grades issued to African Americans was 56.3% and the percentage issued to non-African Americans was 63.9%. The percentage of A promotional grades issued to African Americans was 47.6% and the percentage issued to non-African Americans was 55.3%.

The State of Illinois Upward Mobility Program (UMP) is a career mobility program designed to give state employees an opportunity to advance to more challenging, higher paying positions. It is a joint venture between CMS and AFSCME. The total number of African Americans promoted through UMP in 2016 was 126. This is a slight decrease from 2015 when 134 African Americans were promoted through the program.

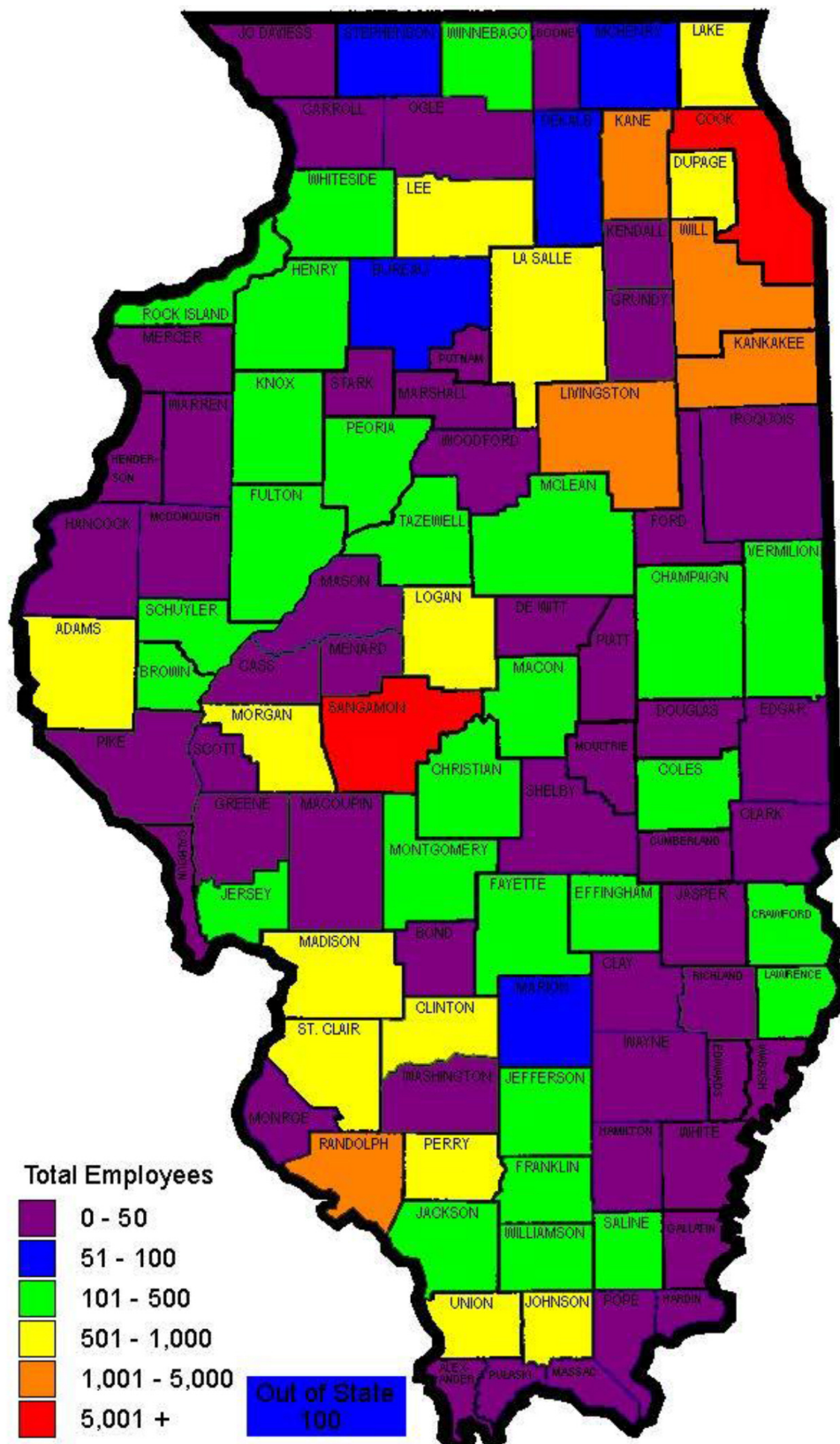
Veterans are provided preference in state hiring, which may influence minority hiring among state agencies. Veterans account for 18.4% of the total Personnel Code-covered workforce. There are a total of 8,138 veterans employed in Personnel Code-covered positions, including 1,325 African American veterans. African American veterans account for 16.3% of the veterans. The agencies with highest number of veterans are shown below along with the total number of African American veterans.

AGENCY	Veterans		%
	African American	TOTAL	
CORRECTIONS	303	2,542	11.9%
TRANSPORTATION	141	1,662	8.5%
HUMAN SERVICES	408	1,272	32.1%
HEALTHCARE & FAMILY SRV	50	337	14.8%
EMPLOYMENT SECURITY	71	268	26.5%
NATURAL RESOURCES	8	245	3.3%
VETERANS AFFAIRS	37	237	15.6%

Coded African American State Employees as of 12/31/2016



Illinois African American Population 2010 Census Data



Percent of Total State Employees

- 0
- 0.1 - 0.9%
- 1% - 2.9%
- 3% - 5.9%
- 6% - 8.9%
- 9% +

Out of State 23, 23%

County	Employees	Percentage
JO DAVIESS		
STEPHENSON	7	11.47%
WINNEBAGO	65	14.77%
BOONE		
MCHENRY	6	6.59%
LAKE	367	48.86%
CARROLL		
OGLE		
DEKALB	9	12.16%
KANE	416	27.65%
COOK	4,705	
DUPAGE	160	29.03%
WHITESIDE	4	2.98%
LEE	46	5.12%
KENDALL		
ILL		
HENRY	11	4.95%
BUREAU		
LA SALLE	44	4.92%
GRUNDY		
ROCK ISLAND		
MERCER		
WARREN		
KANKAKEE	790	48.82%
KNOX	22	5.75%
STARK		
PITKIN		
PEORIA	71	15.33%
WOODFORD	1	7.14%
LIVINGSTON	94	8.46%
MCLEAN	14	9.09%
FORD		
VERMILION		
CHAMPAIGN	42	14%
EDGAR	26	6.53%
DOUGLAS	2	8.33%
COLES	1	0.85%
CLARK		
DE WITT	1	3.33%
PIATT		
LOGAN	62	7.67%
MENARD		
SANGAMON	694	7.72%
CHRISTIAN	8	2.7%
SHELBY		
MOULTON		
CUMBERLAND		
GREENE		
MACOUPIN		
MONTGOMERY	5	1.02%
FAYETTE	3	0.74%
EFFINGHAM	1	0.94%
JASPER		
CRAWFORD	7	2.61%
CLAY		
RICHLAND	2	5.4%
LAWRENCE	6	1.45%
WAYNE		
JEFFERSON	17	3.5%
HAMILTON		
WHITE		
GALLATIN		
SALINE	15	5.47%
WILLIAMSON	9	3.47%
JOHNSON	24	3.16%
POPE		
HARDIN		
FRANKLIN	1	0.98%
UNION	86	11.91%
ALEXANDER		
PULASKI		
MASSAC		
MONROE		
RANDOLPH	46	3.04%
PERRY	10	1.94%
JACKSON	8	6.29%
CLINTON	67	7.01%
WASHINGTON		
ST. CLAIR	249	37.78%
MADISON	137	20.29%
BOND		
CLAY		
WAYNE		
JEFFERSON		
HAMILTON		
WHITE		
GALLATIN		
SALINE		
WILLIAMSON		
JOHNSON		
POPE		
HARDIN		
FRANKLIN		
UNION		
ALEXANDER		
PULASKI		
MASSAC		
MONROE		
RANDOLPH		
PERRY		
JACKSON		
CLINTON		
WASHINGTON		
ST. CLAIR		
MADISON		
BOND		
CLAY		
WAYNE		
JEFFERSON		
HAMILTON		
WHITE		
GALLATIN		
SALINE		
WILLIAMSON		
JOHNSON		
POPE		
HARDIN		
FRANKLIN		
UNION		
ALEXANDER		
PULASKI		
MASSAC		
MONROE		
RANDOLPH		
PERRY		
JACKSON		
CLINTON		
WASHINGTON		
ST. CLAIR		
MADISON		
BOND		
CLAY		
WAYNE		
JEFFERSON		
HAMILTON		
WHITE		
GALLATIN		
SALINE		
WILLIAMSON		
JOHNSON		
POPE		
HARDIN		
FRANKLIN		
UNION		
ALEXANDER		
PULASKI		
MASSAC		
MONROE		
RANDOLPH		
PERRY		
JACKSON		
CLINTON		
WASHINGTON		
ST. CLAIR		
MADISON		
BOND		
CLAY		
WAYNE		
JEFFERSON		
HAMILTON		
WHITE		
GALLATIN		
SALINE		
WILLIAMSON		
JOHNSON		
POPE		
HARDIN		
FRANKLIN		
UNION		
ALEXANDER		
PULASKI		
MASS		

African American Population * vs. Workforce 2016**

COUNTY NAME	TOTAL POPULATION	% African American	TOTAL African American	STATE EMPLOYEES		
				All	% African American	TOTAL African American
Adams	67,103	3.50%	2,331	623	4.49%	28
Alexander	8,238	35.40%	2,915	19	68.42%	13
Bond	17,768	6.10%	1,080	12	0.00%	0
Boone	54,165	2.00%	1,064	6	0.00%	0
Brown	6,937	18.50%	1,280	388	1.29%	5
Bureau	34,978	0.60%	212	51	0.00%	0
Calhoun	5,089	0.10%	7	17	0.00%	0
Carroll	15,387	0.80%	123	14	0.00%	0
Cass	13,642	3.10%	419	18	0.00%	0
Champaign	201,081	12.40%	24,946	300	14.00%	42
Christian	34,800	1.40%	495	296	2.70%	8
Clark	16,335	0.30%	48	12	0.00%	0
Clay	13,815	0.30%	47	15	0.00%	0
Clinton	37,762	3.50%	1,338	955	7.02%	67
Coles	53,873	3.80%	2,067	117	0.85%	1
Cook	5,194,675	24.80%	1,287,767	8,926	52.71%	4,705
Crawford	19,817	4.70%	934	268	2.61%	7
Cumberland	11,048	0.30%	38	10	0.00%	0
De Kalb	105,160	6.40%	6,732	74	12.16%	9
De Witt	16,561	0.50%	87	30	3.33%	1
Douglas	19,980	0.30%	58	24	8.33%	2
DuPage	916,924	4.60%	42,346	551	29.04%	160
Edgar	18,576	0.30%	64	32	0.00%	0
Edwards	6,721	0.40%	30	0	0.00%	0
Effingham	34,242	0.20%	79	106	0.94%	1
Fayette	22,140	4.40%	980	401	0.75%	3
Ford	14,081	0.60%	85	18	0.00%	0
Franklin	39,561	0.30%	123	116	0.86%	1
Fulton	37,069	3.40%	1,269	387	1.55%	6
Gallatin	5,589	0.20%	12	0	0.00%	0
Greene	13,886	0.90%	119	8	0.00%	0
Grundy	50,063	1.20%	605	22	0.00%	0
Hamilton	8,457	0.40%	31	7	0.00%	0
Hancock	19,104	0.30%	52	11	0.00%	0
Hardin	4,320	0.30%	13	7	0.00%	0
Henderson	7,331	0.20%	15	11	0.00%	0
Henry	50,486	1.60%	796	222	4.95%	11
Jasper	9,698	0.10%	11	14	0.00%	0
Jefferson	38,827	8.40%	3,251	485	3.51%	17
Jersey	22,985	0.40%	93	127	11.81%	15
Jo Daviess	22,678	0.50%	107	14	0.00%	0
Johnson	12,582	8.00%	1,006	759	3.16%	24
Kane	515,269	5.70%	29,422	1,504	27.66%	416
Kankakee	113,449	15.10%	17,187	1,618	48.83%	790
Kendall	114,736	5.70%	6,585	21	0.00%	0
Knox	52,919	7.20%	3,810	382	5.76%	22
Lake	703,462	7.00%	49,033	751	48.87%	367
La Salle	113,924	1.90%	2,186	894	4.92%	44
Lawrence	16,833	9.60%	1,608	411	1.46%	6
Lee	36,031	4.80%	1,735	897	5.13%	46
Livingston	38,950	4.90%	1,915	1,110	8.47%	94
Logan	30,305	7.50%	2,285	808	7.67%	62
McDonough	32,612	5.00%	1,642	38	2.63%	1
Mc Henry	308,760	1.10%	3,283	91	6.59%	6
Mc Lean	169,572	7.30%	12,426	154	9.09%	14
Macon	110,768	16.30%	18,027	426	23.94%	102
Macoupin	47,765	0.80%	359	40	0.00%	0
Madison	269,282	7.90%	21,235	675	20.30%	137
Marion	39,437	3.90%	1,557	53	1.89%	1
Marshall	12,640	0.30%	44	14	0.00%	0
Mason	14,666	0.40%	54	46	0.00%	0
Massac	15,429	5.90%	904	33	15.15%	5
Menard	12,705	0.60%	76	15	0.00%	0
Mercer	16,434	0.30%	47	7	0.00%	0
Monroe	32,957	0.20%	69	24	0.00%	0
Montgomery	30,104	3.20%	952	487	1.03%	5

African American Population * vs. Workforce 2016**

COUNTY NAME	TOTAL POPULATION	% African American	TOTAL African American	STATE EMPLOYEES		
				All	% African American	TOTAL African American
Morgan	35,547	6.00%	2,122	775	3.23%	25
Moultrie	14,846	0.30%	41	13	0.00%	0
Ogle	53,497	0.90%	483	44	0.00%	0
Peoria	186,494	17.70%	33,030	463	15.33%	71
Perry	22,350	8.30%	1,866	513	1.95%	10
Piatt	16,729	0.30%	58	9	0.00%	0
Pike	16,430	1.70%	275	26	3.85%	1
Pope	4,470	6.00%	269	5	0.00%	0
Pulaski	6,161	32.40%	1,994	14	50.00%	7
Richland	16,233	0.50%	78	37	5.41%	2
Rock Island	147,546	9.00%	13,289	496	6.45%	32
St. Clair	270,056	30.50%	82,302	659	37.78%	249
Saline	24,913	4.00%	995	274	5.47%	15
Sangamon	197,465	11.80%	23,335	8,988	7.72%	694
Schuyler	7,544	3.20%	243	250	5.60%	14
Scott	5,355	0.20%	9	4	0.00%	0
Shelby	22,363	0.20%	50	16	0.00%	0
Stark	5,994	0.50%	28	12	0.00%	0
Stephenson	47,711	9.00%	4,275	61	11.48%	7
Tazewell	135,394	1.00%	1,374	115	3.48%	4
Union	17,808	0.90%	156	722	11.91%	86
Vermilion	81,625	13.00%	10,571	398	6.53%	26
Wabash	11,947	0.60%	77	23	0.00%	0
Warren	17,707	1.70%	303	26	0.00%	0
Washington	14,716	0.70%	101	20	0.00%	0
Wayne	16,760	0.30%	42	15	0.00%	0
White	14,665	0.40%	56	12	0.00%	0
Whiteside	58,498	1.30%	781	134	2.99%	4
Will	677,560	11.20%	75,743	1,701	48.44%	824
Williamson	66,357	3.80%	2,540	259	3.47%	9
Winnebago	295,266	12.20%	36,108	440	14.77%	65
Woodford	38,664	0.50%	187	14	7.14%	1
Totals	12,830,632	14.50%	1,866,414	44,179	21.38%	9,445

* Information on the general population of Illinois is from the 2010 census

** Reflects Employees Covered by the Personnel Code as of 12/31/2016

100 employees live outside the boundaries of the State of Illinois including 23 African Americans

Personnel Code-Covered African American Employees as of 12/31/2016

AGENCY	Employees		%
	African American	TOTAL	
AGING	15	139	10.79%
AGRICULTURE	20	314	6.37%
ARTS COUNCIL	1	8	12.50%
CAPITAL DEVELOPMENT BD	7	42	16.67%
CENTRAL MANAGEMENT SVCS	115	1,316	8.74%
CHILDREN & FAMILY SVCS	974	2,542	38.32%
CIVIL SERVICE COMMISSION	0	4	0.00%
COMM & ECON OPPORTUNITY	40	285	14.04%
COMMERCE COMMISSION	5	57	8.77%
CORRECTIONS	1,388	11,737	11.83%
CRIMINAL JUSTICE AUTH	11	52	21.15%
DEAF&HARD OF HEARING COM	0	5	0.00%
DEV DISABILITIES COUNCIL	2	8	25.00%
EMERGENCY MGMT AGENCY	5	71	7.04%
EMPLOYMENT SECURITY	312	1,070	29.16%
ENVIRONMENTAL PROTECTION	50	671	7.45%
FIN & PROF REG	67	399	16.79%
GAMING BOARD	21	168	12.50%
GUARDIANSHIP & ADVOCACY	31	98	31.63%
HEALTHCARE & FAMILY SRV	327	1,887	17.33%
HISTORIC PRESERVATION	4	133	3.01%
HUMAN RIGHTS COMMISSION	7	14	50.00%
HUMAN RIGHTS DEPARTMENT	43	122	35.25%
HUMAN SERVICES	4,655	12,933	35.99%
IL TORTURE INQRY RLF COM	1	3	33.33%
INDEPENDENT TAX TRIBUNAL	0	1	0.00%
INNOVATION & TECHNOLOGY	2	16	12.50%
INSURANCE	27	229	11.79%
INVESTMENT BOARD	2	3	66.67%
JUVENILE JUSTICE	342	1,035	33.04%
LABOR	14	81	17.28%
LABOR REL BD EDUCATIONAL	2	8	25.00%
LABOR RELATIONS BD ILL	2	14	14.29%
LAW ENF TRNG&STANDARD BD	1	21	4.76%
LOTTERY	16	140	11.43%
MILITARY AFFAIRS	14	130	10.77%
NATURAL RESOURCES	22	1,087	2.02%
POLLUTION CONTROL BOARD	2	19	10.53%
PRISONER REVIEW BOARD	3	21	14.29%
PROPERTY TAX APPEAL BD	1	32	3.13%
PUBLIC HEALTH	158	1,072	14.74%
RACING BOARD	2	2	100.00%
REVENUE	205	1,471	13.94%
STATE FIRE MARSHAL	9	119	7.56%
STATE POLICE*	119	1,003	11.86%
STATE POLICE MERIT BOARD	1	7	14.29%
STATE RETIREMENT SYSTEMS	5	104	4.81%
TRANSPORTATION**	185	2,157	8.58%
VETERANS AFFAIRS	193	1,305	14.79%
WORKERS COMPENSATION COM	40	124	32.26%
STATE WIDE TOTALS :	9,468	44,279	21.38%

* Illinois State Police has an additional 1,662 sworn personnel that are not Personnel Code-covered employees, of which 150 are African Americans

** Department of Transportation has an additional 2922 employees that are not Personnel Code-covered, of which 328 are African Americans

Personnel Code-Covered African-American Employees in SPSA Positions as of 12/31/2016

Agency	SPSA's		% African American
	African American	Total	
AGING	1	17	5.88%
AGRICULTURE	0	20	0.00%
ARTS COUNCIL	1	2	50.00%
CAPITAL DEVELOPMENT BD	0	0	0.00%
CENTRAL MANAGEMENT SVCS	6	99	6.06%
CHILDREN & FAMILY SVCS	24	78	30.77%
CIVIL SERVICE COMMISSION	0	1	0.00%
COMM & ECON OPPORTUNITY	3	57	5.26%
COMMERCE COMMISSION	0	0	0.00%
CORRECTIONS	26	108	24.07%
CRIMINAL JUSTICE AUTH	1	6	16.67%
DEAF&HARD OF HEARING COM	0	2	0.00%
DEV DISABILITIES COUNCIL	0	2	0.00%
EMERGENCY MGMT AGENCY	0	4	0.00%
EMPLOYMENT SECURITY	10	62	16.13%
ENVIRONMENTAL PROTECTION	1	40	2.50%
FIN & PROF REG	3	43	6.98%
GAMING BOARD	0	9	0.00%
GUARDIANSHIP & ADVOCACY	5	8	62.50%
HEALTHCARE & FAMILY SRV	11	121	9.09%
HISTORIC PRESERVATION	0	14	0.00%
HUMAN RIGHTS COMMISSION	2	2	100.00%
HUMAN RIGHTS DEPARTMENT	2	10	20.00%
HUMAN SERVICES	40	186	21.51%
IL TORTURE INQRY RLF COM	0	1	0.00%
INDEPENDENT TAX TRIBUNAL	0	0	0.00%
INNOVATION & TECHNOLOGY	0	9	0.00%
INSURANCE	0	20	0.00%
INVESTMENT BOARD	1	1	100.00%
JUVENILE JUSTICE	10	26	38.46%
LABOR	0	8	0.00%
LABOR REL BD EDUCATIONAL	1	3	33.33%
LABOR RELATIONS BD ILL	0	2	0.00%
LAW ENF TRNG&STANDARD BD	0	2	0.00%
LOTTERY	1	6	16.67%
MILITARY AFFAIRS	0	2	0.00%
NATURAL RESOURCES	0	48	0.00%
POLLUTION CONTROL BOARD	0	1	0.00%
PRISONER REVIEW BOARD	0	0	0.00%
PROPERTY TAX APPEAL BD	0	2	0.00%
PUBLIC HEALTH	11	62	17.74%
RACING BOARD	1	1	100.00%
REVENUE	2	56	3.57%
STATE FIRE MARSHAL	1	10	10.00%
STATE POLICE	4	27	14.81%
STATE POLICE MERIT BOARD	0	1	0.00%
STATE RETIREMENT SYSTEMS	0	7	0.00%
TRANSPORTATION	0	0	0.00%
VETERANS AFFAIRS	4	16	25.00%
WORKERS COMPENSATION COM	1	14	7.14%
GRAND TOTAL:	173	1,216	14.23%

Personnel Code-Covered African American Employees in PSA Positions as of 12/31/2016

Agency	PSA's		% African American
	African American	Total	
AGING	2	20	10.00%
AGRICULTURE	0	10	0.00%
ARTS COUNCIL	0	1	0.00%
CAPITAL DEVELOPMENT BD	0	0	0.00%
CENTRAL MANAGEMENT SVCS	13	178	7.30%
CHILDREN & FAMILY SVCS	180	459	39.22%
CIVIL SERVICE COMMISSION	0	2	0.00%
COMM & ECON OPPORTUNITY	6	67	8.96%
COMMERCE COMMISSION	0	1	0.00%
CORRECTIONS	33	202	16.34%
CRIMINAL JUSTICE AUTH	1	13	7.69%
DEAF&HARD OF HEARING COM	0	2	0.00%
DEV DISABILITIES COUNCIL	0	3	0.00%
EMERGENCY MGMT AGENCY	1	16	6.25%
EMPLOYMENT SECURITY	46	134	34.33%
ENVIRONMENTAL PROTECTION	2	60	3.33%
FIN & PROF REG	6	55	10.91%
GAMING BOARD	2	24	8.33%
GUARDIANSHIP & ADVOCACY	2	13	15.38%
HEALTHCARE & FAMILY SRV	22	221	9.95%
HISTORIC PRESERVATION	0	6	0.00%
HUMAN RIGHTS COMMISSION	1	1	100.00%
HUMAN RIGHTS DEPARTMENT	8	18	44.44%
HUMAN SERVICES	166	615	26.99%
IL TORTURE INQRY RLF COM	1	1	100.00%
INDEPENDENT TAX TRIBUNAL	0	1	0.00%
INNOVATION & TECHNOLOGY	1	3	33.33%
INSURANCE	6	48	12.50%
INVESTMENT BOARD	0	0	0.00%
JUVENILE JUSTICE	4	20	20.00%
LABOR	1	10	10.00%
LABOR REL BD EDUCATIONAL	0	3	0.00%
LABOR RELATIONS BD ILL	1	7	14.29%
LAW ENF TRNG&STANDARD BD	0	5	0.00%
LOTTERY	0	12	0.00%
MILITARY AFFAIRS	0	3	0.00%
NATURAL RESOURCES	3	56	5.36%
POLLUTION CONTROL BOARD	0	11	0.00%
PRISONER REVIEW BOARD	0	0	0.00%
PROPERTY TAX APPEAL BD	0	4	0.00%
PUBLIC HEALTH	38	248	15.32%
RACING BOARD	0	0	0.00%
REVENUE	16	138	11.59%
STATE FIRE MARSHAL	0	11	0.00%
STATE POLICE	0	53	0.00%
STATE POLICE MERIT BOARD	0	1	0.00%
STATE RETIREMENT SYSTEMS	0	8	0.00%
TRANSPORTATION	2	19	10.53%
VETERANS AFFAIRS	2	35	5.71%
WORKERS COMPENSATION COM	5	12	41.67%
GRAND TOTAL:	571	2,830	20.18%

**SPSA Represented by Collective Bargaining Units and Those Not Represented
by Collective Bargaining Units, as of 12/31/2016**

Agency	Bargaining Unit?		Total	Bargaining Unit %
	Yes	No		
AGING	0	17	17	0.00%
AGRICULTURE	0	20	20	0.00%
ARTS COUNCIL	0	2	2	0.00%
CAPITAL DEVELOPMENT BD	0	0	0	0.00%
CENTRAL MANAGEMENT SVCS	0	99	99	0.00%
CHILDREN & FAMILY SVCS	0	78	78	0.00%
CIVIL SERVICE COMMISSION	0	1	1	0.00%
COMM & ECON OPPORTUNITY	0	57	57	0.00%
COMMERCE COMMISSION	0	0	0	0.00%
CORRECTIONS	0	108	108	0.00%
CRIMINAL JUSTICE AUTH	0	6	6	0.00%
DEAF&HARD OF HEARING COM	0	2	2	0.00%
DEV DISABILITIES COUNCIL	0	2	2	0.00%
EMERGENCY MGMT AGENCY	0	4	4	0.00%
EMPLOYMENT SECURITY	0	62	62	0.00%
ENVIRONMENTAL PROTECTION	0	40	40	0.00%
FIN & PROF REG	0	43	43	0.00%
GAMING BOARD	0	9	9	0.00%
GUARDIANSHIP & ADVOCACY	0	8	8	0.00%
HEALTHCARE & FAMILY SRV	0	121	121	0.00%
HISTORIC PRESERVATION	0	14	14	0.00%
HUMAN RIGHTS COMMISSION	0	2	2	0.00%
HUMAN RIGHTS DEPARTMENT	0	10	10	0.00%
HUMAN SERVICES	0	186	186	0.00%
IL TORTURE INQRY RLF COM	0	1	1	0.00%
INDEPENDENT TAX TRIBUNAL	0	0	0	0.00%
INNOVATION & TECHNOLOGY	0	9	9	0.00%
INSURANCE	0	20	20	0.00%
INVESTMENT BOARD	0	1	1	0.00%
JUVENILE JUSTICE	0	26	26	0.00%
LABOR	0	8	8	0.00%
LABOR REL BD EDUCATIONAL	0	3	3	0.00%
LABOR RELATIONS BD ILL	0	2	2	0.00%
LAW ENF TRNG&STANDARD BD	0	2	2	0.00%
LOTTERY	0	6	6	0.00%
MILITARY AFFAIRS	0	2	2	0.00%
NATURAL RESOURCES	0	48	48	0.00%
POLLUTION CONTROL BOARD	0	1	1	0.00%
PRISONER REVIEW BOARD	0	0	0	0.00%
PROPERTY TAX APPEAL BD	0	2	2	0.00%
PUBLIC HEALTH	0	62	62	0.00%
RACING BOARD	0	1	1	0.00%
REVENUE	0	56	56	0.00%
STATE FIRE MARSHAL	0	10	10	0.00%
STATE POLICE	4	23	27	14.81%
STATE POLICE MERIT BOARD	0	1	1	0.00%
STATE RETIREMENT SYSTEMS	0	7	7	0.00%
TRANSPORTATION	0	0	0	0.00%
VETERANS AFFAIRS	0	16	16	0.00%
WORKERS COMPENSATION COM	0	14	14	0.00%
GRAND TOTAL:	4	1,212	1,216	0.33%

**PSA Represented by a Collective Bargaining Unit and Those Not Represented
by Collective Bargaining Units, as of 12/31/2016**

Agency	Bargaining Unit?		Total	Bargaining Unit %
	Yes	No		
AGING	4	16	20	20.0%
AGRICULTURE	1	9	10	10.0%
ARTS COUNCIL	0	1	1	0.0%
CAPITAL DEVELOPMENT BD	0	0	0	0.0%
CENTRAL MANAGEMENT SVCS	101	77	178	56.7%
CHILDREN & FAMILY SVCS	284	175	459	61.9%
CIVIL SERVICE COMMISSION	0	2	2	0.0%
COMM & ECON OPPORTUNITY	33	34	67	49.3%
COMMERCE COMMISSION	1	0	1	100.0%
CORRECTIONS	61	141	202	30.2%
CRIMINAL JUSTICE AUTH	6	7	13	46.2%
DEAF&HARD OF HEARING COM	0	2	2	0.0%
DEV DISABILITIES COUNCIL	0	3	3	0.0%
EMERGENCY MGMT AGENCY	6	10	16	37.5%
EMPLOYMENT SECURITY	54	80	134	40.3%
ENVIRONMENTAL PROTECTION	55	5	60	91.7%
FIN & PROF REG	30	25	55	54.5%
GAMING BOARD	20	4	24	83.3%
GUARDIANSHIP & ADVOCACY	7	6	13	53.8%
HEALTHCARE & FAMILY SRV	149	72	221	67.4%
HISTORIC PRESERVATION	0	6	6	0.0%
HUMAN RIGHTS COMMISSION	0	1	1	0.0%
HUMAN RIGHTS DEPARTMENT	17	1	18	94.4%
HUMAN SERVICES	224	391	615	36.4%
IL TORTURE INQRY RLF COM	0	1	1	0.0%
INDEPENDENT TAX TRIBUNAL	0	1	1	0.0%
INNOVATION & TECHNOLOGY	1	2	3	0.0%
INSURANCE	34	14	48	70.8%
INVESTMENT BOARD	0	0	0	0.0%
JUVENILE JUSTICE	6	14	20	30.0%
LABOR	5	5	10	50.0%
LABOR REL BD EDUCATIONAL	0	3	3	0.0%
LABOR RELATIONS BD ILL	0	7	7	0.0%
LAW ENF TRNG&STANDARD BD	1	4	5	20.0%
LOTTERY	6	6	12	50.0%
MILITARY AFFAIRS	0	3	3	0.0%
NATURAL RESOURCES	31	25	56	55.4%
POLLUTION CONTROL BOARD	4	7	11	36.4%
PRISONER REVIEW BOARD	0	0	0	0.0%
PROPERTY TAX APPEAL BD	2	2	4	0.0%
PUBLIC HEALTH	239	9	248	96.4%
RACING BOARD	0	0	0	0.0%
REVENUE	10	128	138	7.2%
STATE FIRE MARSHAL	4	7	11	36.4%
STATE POLICE	19	34	53	35.8%
STATE POLICE MERIT BOARD	0	1	1	0.0%
STATE RETIREMENT SYSTEMS	6	2	8	75.0%
TRANSPORTATION	18	1	19	94.7%
VETERANS AFFAIRS	0	35	35	0.0%
WORKERS COMPENSATION COM	6	6	12	50.0%
GRAND TOTAL:	1,445	1,385	2,830	51.1%

III. 2016 African American Employment Plan Objectives Status Report

STRATEGY	WHO	WHEN
<u>Leadership</u>		
1.0 Each agency director will be given a copy of the 2016 AfAEP with a letter from the Governor highlighting the importance of diversity in general, while reminding agencies of their obligation to Affirmative Action and Equal Employment Opportunity.	CMS, Governor's Office	Met. Letter included in AfAEP submitted to the General Assembly 2/1/16.
1.1 An overview of the Plan will be presented to the Governor's Deputy Chiefs of Staff and Agency Directors to inform on specifics of the Plan and to affirm the Administration's commitment to the Plan.	CMS, Governor's Office, Agency Directors	Met. Ongoing; all Cabinet Members were advised of AfAEP.
1.2 Analyze all relevant data to develop 2016 AfAEP for presentation to the General Assembly by February 1 st , as required by PA 096-1341.	CMS, all code state agencies under the Governor's jurisdiction	Met. AfAEP submitted to the General Assembly per deadline.
1.3 Provide administrative support to the AfAEP Advisory Council pursuant to specific reporting responsibilities outlined in PA 096-1341.	CMS, Governor's Office, AfAEP Advisory Council	Council met on 2/23/16, 7/12/16 & 12/7/16.
<u>Recruitment and Selection</u>		
2.0 Mandated Hiring and/or Promotion Monitors must be completed by agencies and authorized by CMS prior to personnel transaction processing.	CMS, DHR, all code State agencies under the Governor's jurisdiction	Met. Ongoing; all forms are reviewed as required.
2.1 Compile African American grade and application data to ensure that African Americans are fully informed of e-recruiting online application procedures, ensuring that the number of African Americans applying for State jobs is not adversely affected.	CMS	Met

STRATEGY	WHO	WHEN
2.2 Present to agency personnel managers and EEO staff on a periodic basis an overview of the AfAEP.	CMS	Met. One on one meetings with DEP and Agency EO/HR managers
2.3 Review the Underutilization Regional Summary Report prepared by Department of Human Rights for use in developing objectives for improvement.	CMS, State AfAEP Advisory Council	Ongoing; all forms are reviewed as required.
2.4 State agencies incorporate the use of internships such as Dunn Fellowship and Graduate Public Service Intern (GPSI) as viable options to recruit, hire, and retain qualified candidates for underutilized positions.	CMS, all code state agencies under the Governor's jurisdiction	Ongoing
2.5 State agencies establish communication of job postings to Colleges and Universities with significant minority student populations as a recruitment strategy for qualified candidates.	CMS, all code state agencies under the Governor's jurisdiction.	Met/Ongoing
<u>Education</u> 3.0 CMS will continue follow-up meetings with agencies identified by the Department of Human Rights as failing to meet their affirmative action goals.	CMS	Met. Meetings held with agencies identified by DHR
3.1 EEO/AA officer meetings will be conducted on a periodic basis with agencies.	CMS, DHR	Meeting held including DOR, DHS, Lottery, CMS, DNR, DOT, DCFS, ISP
3.2 The Upward Mobility Program provides an important pathway to promotional opportunity. Benchmark information has been gathered and reported in the 2016 AfAEP and will continue to be each year to document African American participation and completion rates.	CMS, UMP	Met.

STRATEGY	WHO	WHEN
3.3 Provide the General Assembly Appropriations Chairs and Committee members' status updates on the AfAEP, highlighting agencies' goals on African American hiring.	Governor's Office, CMS, DHR, AfAEP Advisory Council	Met. 2 nd Quarter
3.4 Meet with the Illinois Legislative Black Caucus and interested General Assembly members to present on the status of the African American state workforce and the AfAEP.	Governor's Office, CMS, AfAEP Advisory Council	Met
3.5 CMS will host meetings with Governor's Deputy Chiefs of Staffs and agency heads to review progress toward meeting stated goals relevant to African American employment and share human resources best practices.	Governor's Office, AFAEP Advisory Council, all code state agencies under the Governor's jurisdiction.	Met
<u>Accountability</u> 4.0 CMS will survey agencies via an online data base portal to assess their activities in implementing the Plan. Each year CMS will work collaboratively with the AFAEP Advisory Council to review and revise, as needed.	CMS, all code state agencies under the Governor's jurisdiction, AFAEP	Met. Online Survey successfully launched on 10/31/16 with deadline for completion 11/30/16.
4.1 CMS will prepare an Executive Summary documenting agencies' progress towards meeting stated goals relevant to African American employment and promotion.	CMS	Met. Executive Summary included in this 2016 AfAEP report.
4.2 Work collaboratively with the AfAEP Advisory Council to develop Plan objectives for next reporting year.	CMS, AfAEP Advisory Council	Objectives remain the same for 2016 presented as Part V of this report.
4.3 The CMS Director will remind all agencies of their continued obligation and commitment to the principles of the AfAEP.	CMS	Met. Letter included in 2016 AfAEP.

IV. Summary of State African American Employment 2016 Survey and Highlights

In partnership with the Department of Human Rights, CMS and the AfAEP Advisory Council successfully launched an online survey in accordance with the 2016 AfAEP Action Plan and Objective 4.0. This survey serves to guide CMS in identifying agencies' best practices and deficiencies, and is utilized to develop and evaluate the AfAEP goals and objectives.

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

Survey highlights include the following:

African Americans certified to conduct Rutan interviews:

State agencies are encouraged to have diverse interview panels as part of the hiring and promotion selection. There were 760 African American employees trained and certified to perform interviews. African American employees participated in 1,907 Rutan interviews.

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

The State of Illinois Upward Mobility Program (UMP) is a career mobility program designed to give state employees an opportunity to advance to more challenging, higher paying positions. It is a joint venture between CMS and AFSCME. In 2016, a total of 3,268 employees participated in the Upward Mobility Program or received tuition reimbursement, including 919 African American employees.

Upward Mobility	
Calendar Year	African Americans
2016	919
2015	1093
2014	1154
2013	535

Veteran Hiring:

Based on the survey, the total number of African American veterans hired through June 30, 2016 into Personnel Code-covered state agencies was 104. The Department of Corrections hired the most veterans with 173, of which 23 were African American. The Department Human Services hired 95 veterans, including 29 African American veterans. The Department of Transportation hired 93, of which 4 were African American.

African American employment strategies undertaken by Agencies in implementing the AfaEP:

- State jobs posted on to the Illinois Job Link website hosted by the Department of Employment Security as well as other social media outlets such as Facebook, LinkedIn, Twitter, and Monster.com.
- EEO/AA Officer works with the Office of Human Resources by sharing underutilization information.
- Discussions are held with upper management regarding areas of underutilization.
- Position postings are posted with Illinois colleges and universities including minority serving institutions as well as to nationwide organizations and local African American organizations including Urban League offices in Chicago, Springfield and Peoria through email.
- Developed a Recruitment Database of African American organizations.
- Job openings are sent to local elected officials with significant minority constituents.
- Participate in activities such as workshops, seminars, conferences, job fairs, partnerships with community organizations; partnerships with non-profit organizations to promote state employment opportunities.
- Developed new testing and examining procedures for professional titles which will increase candidate pool and recruitment opportunities.
- Developed specific titles to include more "trainee" opportunities that will provide a career path to full time personnel coded positions.
- Participated in job and health fairs attended by African Americans and posted jobs with the Diversity Enrichment Office. Implemented a formal internship program to attract students to the field of public health.
- Instituted strategic workshops focused on identifying all positions from which the agencies frequently hire from the general public. Individuals are educated on how to complete their CMS 100 application in order to acutely increase diversity on eligibility lists.
- Offered Physical Fitness Pre-Tests and allowed the candidates to take a physical fitness test and receive feedback on the different components that make up the 4-part test.
- Agencies alert CMS Diversity Enrichment Program of underutilization needs within occupational categories.
- Worked with faith-based organizations in the African American Community.
- Disseminate job opportunities to current African American employees in an effort to recruit minorities.
- Maintained sign-in sheets at recruitment events to track minority participation and to follow-up with candidates.

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

- Established Diversity, Employment and Recruitment Committee to address underutilization, recruitment and retention of staff in the department. Through this committee various actions are agreed upon and retention is a priority to avoid losing African American staff.
- Post state jobs with Illinois colleges and universities.
- Post jobs with Department of Employment Security's Illinois Job Link to reach a wide range of demographics.
- Participate in activities such as workshops, seminars, conferences, job fairs, partnerships with community organizations; partnerships with non-profit organizations including distribution list of openings to minority serving organizations.
- Institute strategic workshops to educate individuals on how to complete their CMS 100 application in order to acutely increase diversity on eligibility lists.
- Post position vacancies on the Internet such as agency Facebook page, LinkedIn, Twitter, and Monster.com.
- Illinois State Police offers Pre-Tests which allows candidates to prepare for the actual physical test.
- Develop new testing and examining procedures for professional titles which will increase candidate pool and recruitment opportunities.

See Appendix for completed agency surveys.

V. 2017 African American Employment Action Plan and Objectives

STRATEGY	WHO	WHEN
<u>Leadership</u>		
1.0 Each agency director will be provided an electronic copy of the 2017 AfAEP with a letter from the Governor highlighting the importance of diversity in general while reminding agencies of their obligation to Affirmative Action and Equal Employment Opportunity.	CMS, Governor's Office	1 st Quarter
1.1 An overview of the Plan will be presented to the Governor's Deputy Chiefs of Staff and Agency Directors to inform on specifics of the Plan and to affirm the Administration's commitment to the Plan.	CMS, Governor's Office, Agency Directors	1 st Quarter, then ongoing
1.2 Analyze all relevant data to develop 2018 AfAEP for presentation to the General Assembly by February 1 st as required by PA 096-1341.	CMS, code state agencies under the jurisdiction of the Governor.	1 st Quarter
1.3 Provide administrative support to the African American Advisory Council pursuant to specific reporting responsibilities outlined in PA 096-1341.	CMS, Governor's Office, AfAEP Council	Ongoing
<u>Recruitment and Selection</u>		
2.0 Mandated Hiring and/or Promotion Monitors must be completed by agencies and authorized by CMS prior to personnel transaction processing. Plan coordinator will review these forms for use in assessing an agency's overall best practices relevant to African American underutilization.	Department of Human Rights, all code state agencies under the jurisdiction of the Governor, CMS	1 st Quarter, then ongoing
2.1 Compile African American grade and application data to ensure that African Americans are fully informed of state application procedures, ensuring that the number of African Americans applying for State jobs is not adversely affected.	CMS	1 st quarter, then ongoing and reported in each subsequent Plan.

STRATEGY	WHO	WHEN
2.2 Present to agency personnel managers and EEO staff on a periodic basis an overview of the AfAEP.	CMS	Ongoing
2.3 Review the Underutilization Regional Summary Report prepared by DHR to use in developing objectives for improvement.	CMS, AfAEP Advisory Council	3 rd Quarter
2.4 State agencies incorporate the use of internships such as Dunn Fellowship and Graduate Public Service Intern (GPSI) as viable options to recruit, hire, and retain qualified candidates for underutilized positions.	CMS, all code state agencies under the Governor's jurisdiction.	Ongoing
2.5 State agencies establish communication of job postings with colleges and universities with significant African American student populations as a recruitment strategy for qualified candidates.	CMS, all code state agencies under the Governor's jurisdiction	Ongoing
<u>Education</u>		
3.0 CMS will continue follow-up meetings with agencies identified by the Department of Human Rights as failing to meet their affirmative action goals.	CMS	Ongoing
3.1 EEO/AA officer meetings will be conducted on a periodic basis with agencies.	CMS, DHR	Ongoing
3.2 The Upward Mobility Program, subject to appropriation, provides an important pathway to promotional opportunity. Benchmark information will be gathered and reported in the 2017 AfAEP to document African American participation and completion rates.	CMS, UMP	4 th quarter
3.3 Provide the General Assembly Appropriations Chair and Committee members' status updates on the AfAEP, highlighting agencies' goals on African American hiring.	Governor's Office, CMS, DHR, AfAEP Advisory Council	2 nd Quarter

STRATEGY	WHO	WHEN
3.4 Meet with the Illinois Legislative Black Caucus and interested General Assembly members to present on the status of the African American state workforce and the AfAEP.	Governor's Office, CMS, AfAEP Advisory Council	1 st or 2 nd Quarter
3.5 CMS will host meetings with Governor's Deputy Chiefs of Staffs and agency heads to review progress towards meeting stated goals relevant to African American employment and share human resources best practices.	Governor's Office, AfAEP Advisory Council, all code state agencies under the Governor's jurisdiction	Ongoing
<u>Accountability</u> 4.0 CMS will survey agencies via an online data base portal to assess their activities in implementing the plan. Each year CMS will work collaboratively with the AfAEP Advisory Council to review and revise, as needed.	CMS, all code state agencies under the Governor's jurisdiction, AfAEP Advisory Council	4 th Quarter
4.1 CMS will prepare an Executive Summary documenting agencies' progress towards meeting stated goals relevant to African American employment and promotion.	CMS	4 th Quarter
4.2 Work collaboratively with the AfAEP Advisory Council to develop Plan objectives for next reporting year.	CMS, AfAEP Advisory Council	4 th Quarter
4.3 The CMS Director will remind all State agencies of their continued obligation and commitment to the principles of the AfAEP.	CMS	4 th Quarter

VI. Conclusion

Since 2010, under Public Act 096-1341, CMS has developed an annual plan to address the underutilization of minority employees in the State's workforce. To date, African American representation appears to have remained relatively constant with a slight increase from 21.1% at the end of calendar year 2015 to 21.4% at the end of calendar year 2016. There are opportunities for improvement in fully addressing the underutilization of African Americans in the State's workforce. Governor Rauner's administration has demonstrated a commitment to collaborating with the AfAEP Advisory Council and building on the successful platform of prior years' Plans to achieve objectives such as increasing the number of African American employees serving on Rutan interview panels and utilizing on-line annual surveys for tracking data.

Central Management Services' Diversity Enrichment Program goal is to improve the diversity of the state's workforce by actively recruiting well-qualified minorities, females, and persons with disabilities for employment with the agencies, boards, and commissions under the jurisdiction of the Governor. The following are some of the recruiting activities the Program undertook in 2016.

CMS African American Outreach

The Diversity Enrichment Program (DEP) staff participated in 92 outreach events in 2016 which included job fairs and employment workshop presentations. DEP recruitment counselors participated in job fairs and legislative hiring events in the Chicagoland area and conducted State Employment workshops throughout the year within significant African American communities in Cook, Kankakee, Will, Lake, Winnebago, Kane and DeKalb counties.

African Americans in Cook County account for 24.8% of the population in that county. DEP recruitment counselors participated in a number of outreach events in Cook County in African American communities and at colleges and universities with significant African American student populations. Events included career fairs at Chicago State University, South Suburban College, Harold Washington College, Saint Xavier University, Olive Harvey, Daley College, Wright College, Governor State University, Moraine Valley Community College, St. Augustine College, Northern Illinois University, Illinois Institute of Technology, and Joseph Business School. Outreach to faith based organizations included job fairs at New Beginning Church, St. Paul Church of God in Christ Community Development Ministries, and Apostolic Church of God Career Development Ministry. The Urban League organization in Springfield and in Peoria as well as Rock Hill Missionary Baptist Church in Carbondale, NAACP of Chicago and the African American Family Commission receive periodic job announcements from several state agencies, including CMS.

DEP recruitment counselors conducted employment workshops and/or participated in job fairs in Markham, Harvey, Robbins, Maywood, Forest Park, South Holland, University Park, Melrose Park, Waukegan, North Chicago, Rockford, DeKalb and Arlington Heights. Within Chicago, targeted recruitment events were conducted in African American neighborhoods, including but not limited to: Englewood, Bronzeville, Park Manor, South Shore, Roseland, Austin, Uptown, Rogers Park, Pullman, South Chicago and Washington Heights.

DEP recruitment counselors also partnered with major hiring agencies including the Department of Revenue, the Department of Corrections, the Department of Juvenile Justice as well as the Department of Employment Security for special targeted recruitment events.

Veteran Outreach

In an effort to increase employment participation among minority veterans, CMS counselors participated in job fairs at Jesse Brown VA Medical Center and presented at the Edward Hines, Jr. VA Hospital job club. CMS staff continues to participate in the Department of Employment Security organized job fairs for veterans and attended events held in Chicago, Kankakee, Romeoville, DeKalb, Skokie, Cicero, Burbank, Joliet, Downers Grove, Lisle, Waukegan, Arlington Heights, Bellville, Quincy, Champaign, Danville, Springfield, Rock Island, Collinsville and Decatur.

To expand veterans outreach, CMS has been contacting veteran student coordinators at local colleges throughout the state, including Lewis University, College of DuPage, Roosevelt University Veterans Upward Bound, Northern Illinois University and Northeastern Illinois University. CMS continues to reach out to veteran student organizations at Loyola University, DeVry University in Chicago and DePaul University as well as attended the Student Veterans Association Bridges to Employment event at Lewis University in Romeoville and Northeastern Illinois University. Both Veterans Service Officers at the Department of Veterans' Affairs and Veteran Representatives from the Department of Employment Security continue to refer veterans to CMS.

Collaboration with Legislators and Community Based Organizations

During 2016, CMS collaborated with a number of organizations and legislators who sponsored a number of resource fairs within the African American community including Chicago and Peoria Urban Leagues, Mercy Housing as well as local churches in the Chicagoland area. CMS participated in a number of legislative job fair events including United States Congresswoman Robin Kelly, State Representatives John Anthony and William Davis. CMS attend events sponsored by local officials including Mayor David Webb, Jr. (City of Markham), and Chicago Alderman Joe Moore.

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

Questions on the State African American Employment Plan may be directed to Carlos R. Charneco at 312/814-0922 or Carlos.Charneco@illinois.gov.



Printed by the Authority of the State of Illinois. Printed on Recycled Paper
20 copies IOCI 17-0335 01/17

