



State of Illinois  
Department of Central Management Services

# AFRICAN AMERICAN

## FY2020 Employment Plan Report



July 1, 2019 – June 30, 2020

# Purpose of This Report

This report serves as the annual plan to increase the number of African American persons employed by state agencies; including supervisory, technical, professional and managerial levels.

In accordance with Public Act 20 ILCS 30/15, the Illinois Department of Central Management Services submits the following report to the Illinois General Assembly on or before February 1, 2021.





# Letter from CMS Director Janel L. Forde

To the Esteemed Members of the General Assembly:

Diversity, equity and inclusion continues to be a pinnacle opportunity for growth in all areas of state government. This sentiment is even more present and true now than ever before. Illinois has an opportunity and a responsibility to ensure that people's government is indeed a reflection of the rich, diverse populations who make up this great state of Illinois.

The latest State employment insights show that the percentage of total African American employees in Illinois State government has decreased slightly FY19 to FY20 from 21.5% (9,997) to 21.4% (9,693). There is work that should and will be done to further grow the employee population and continue our focused efforts on improving retention.

This year, CMS became more engaged with members of each employment plan council. I hosted a virtual session with the chairs of each Employment Plan council, including Chair Marrice Coverson (African American Employment Plan Advisory Council Chair), to learn more about their work in our communities and their vision as council members. The Councils have been good partners and we look forward to continuing the partnership and learning from their leadership to help us with our hiring goals and initiatives to increase and retain African American representation in our government's workforce. I would like to thank all of the African American Employment Plan Council members for their passionate commitment to the State and contributions to this report.

Calendar year 2020, proved to be unconventional. Coronavirus/COVID-19 briefly apprehended business operations, however, the State responded in a resilient way. In-person job fairs and interviews transitioned to a virtual format. Most of the State's employees began working remotely and started adjusting to a new normal. CMS took some important steps to ensure that we were able to remain connected to our agency partners. As a result, CMS launched, in July, a Statewide Recruitment Call for all agency recruiters and/or human resources personnel. This call was in addition to the daily then weekly Personnel Officer's call which also provided an opportunity to discuss recruitment and outreach strategies. The monthly, virtual calls are a way for CMS to not only share information about the everchanging hiring processes, but to also talk about challenges and seek assistance for their respective diversity recruitment efforts.

The Illinois Department of Central Management Services stands firm and committed to ensuring that our personnel operations are equitable. We look forward to working more closely with you as we endeavor on this journey to fostering an inclusive and diverse working environment within the State of Illinois.

Sincerely,

A handwritten signature in black ink that reads "Janel Forde". The signature is fluid and cursive, with the first name "Janel" and last name "Forde" clearly distinguishable.

Director, Illinois Department of Central Management Services

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# I. Executive Summary and Key Takeaways

Ensuring that Illinois' workforce reflects its unique, diverse populace is important. Diversity, equity and inclusion remains paramount and a top priority to the Illinois Department of Central Management Services (CMS).

Since last year's Employment Plans were filed, the State of Illinois (State) has made progress with initiatives connected to enhancing the current and piloted hiring process as well as the in-development, human capital management (HCM) system. The implementation has occurred in phases. Currently, CMS has dramatically improved the hiring process time with cycles averaging just 45 days for merit compensation positions, compared to the pre-reform averages of 330 or more. The goal is to move forward to full implementation over the course of 2021 as the HCM is fully brought online and leverages Success Factors, a more advanced tool for applicant data collection. This hiring reform process is transforming our process from a paper exchange to an electronic process. This change provides CMS with real time data tracking capabilities that will allow for the opportunity to be more strategic, timelier, and intentional in our diverse recruiting and outreach efforts moving forward.

CMS continues to partner with the African American Employment Plan Advisory Council (Council) members. The Council has been an integral part in developing a recruitment strategy for 2021 that will help the State be a better option for African American job seekers at all levels.

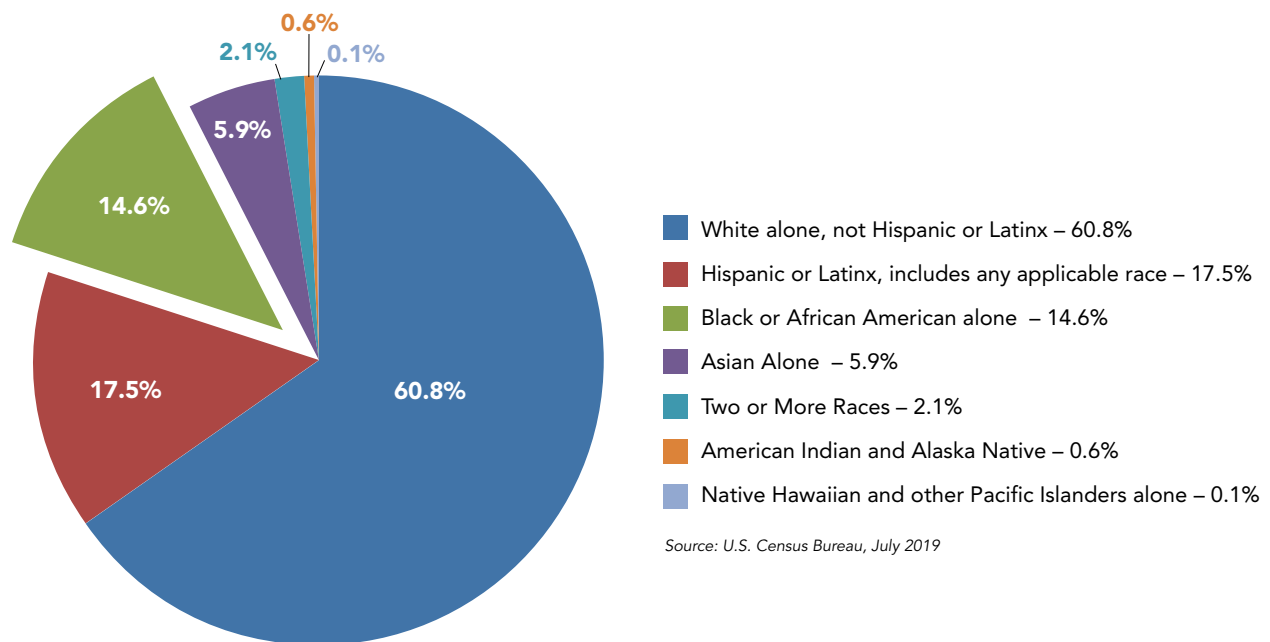
Whereas the State still has an opportunity to make significant advancement in hiring African American employees, below are a few insights from the FY20 report data:

- During FY20, 72% (788) of new African American hires processed were women, *significantly higher* than the 51% of non-African American new hires processed during the same time period.
- The percentage of African Americans working for the State of Illinois is on par with Illinois population numbers for African American representation in the State. The Illinois population (of those who identify with a single race) for African American is 14.6% -- even though African American government workforce *decreased slightly* from FY19 to FY20, from 21.5% (9,997) to 21.4% (9,693).

Even with updated processes and systems which are currently in place, CMS recognizes that there is still an opportunity to continue amplifying hiring and the representation of Illinoisans in African American communities statewide. This employment plan will offer a look into the State's current hiring landscape and identify opportunities and solutions that will help in continuing this administration and CMS' commitment to ensuring that this state's government workforce is reflective of the rich diversity of the people it serves. It will identify the next steps and the important relationships that are needed to improve hiring and provide the equity needed for African American Illinoisans.

## II. New Hires, Senior Hires and Hires by Agency

As the people function operating engine of the State, CMS' role in ensuring that Illinois' workforce reflects its diverse population and offers the appropriate resources for millions of Illinoisans is imperative. Hence, reaching, informing and connecting with diverse qualified candidates, only strengthens the unit of the more than 44,000 people who make up the State's workforce.



### Illinois' Government Workforce Representation for African Americans is On Par with Population Stats

The latest Illinois population trends from the U.S. Census offers important context to better understand the State's focus on diversifying its career opportunities. In 2019, Illinois reported an overall population total of about 12.6 million. That was a decrease of roughly 48,000 people from the year prior in 2018 (12.7 million total), a difference of -0.9%.<sup>1</sup>

While the overall population decreased, diverse population groups continued to experience growth. The chart above illustrates the diverse population groups represented in the State. The African American population in Illinois is 14.6% or about 1,839,600 people.<sup>2</sup> The State strives to achieve representation parity within its workforce, and most recent data collected by CMS shows that parity has been achieved relative to the percentage of the African American population in the State. The State's employment insights show that the percentage of total employees who identify as African American decreased slightly from FY19 to FY20, from 21.5% (9,997) to 21.4% (9,693)—a loss of about 300 African American employees during this time period. The Illinois Workforce participation rate for African American is 60.7%, compared to 65.1% for white Illinoisans.

<sup>1</sup>Source: US Census, July 1, 2019: <https://www.census.gov/quickfacts/IL>

<sup>2</sup>Source: US Census, July 1, 2019: <https://www.census.gov/quickfacts/IL>



## African American New Hire Profile

During FY20, 26% (1,095) of new hires onboarded identified as African American. Three percent (33) of the new African American hires onboarded in FY20 were senior (exempt employees, positions appointed by the Governor). There are other code-covered senior positions as well at the State. Those are titles of senior public service administrator (SPSA) and public service administrator. In FY19, there were a combined 495 African Americans in both categories, compared to 503 for the same in FY20, which was a slight increase.

As for gender comparisons, African American women accounted for most of the newest hires of all African Americans in FY20. Seventy-two percent or (788) of new African American employees onboarded were female hires. African American women hires, overall, slightly decreased from FY19 (68% or 6,591) to FY20 (68.2 or 6,797). Even with the total numbers, there are still more African American female State employees compared to the female representation of other groups.

The representation of African American State employees decreased slightly from the last fiscal year. Of the new African American hires for FY20, there were 7% (76) who were also veterans. The insights for African American total veteran hires decreased from FY20 to the year prior in FY19. At the end of FY20, 12% (1,163) of African American State employees were veterans, compared to 13% (1,299) the fiscal year prior in FY19. African American veteran employees represent a smaller percentage compared to 19% of all other State employees who carry a veteran status.

What the data indicates is that African American representation is strong within multiple areas of State government. However, there is always an opportunity to continue to do better. More representation among senior exempt hires and veterans are areas for strategic attention. Steps to help better present State career opportunities to African Americans are outlined later in this report.



## Hires by Agency

The next charts provide a look at how African American employees are represented by agencies according to data collected by CMS in FY20 (July 1, 2019 – June 30, 2020).

### Representation of New African American Hires by Agency in FY20

Note: Chart is organized in ascending order by number of African American new hires. Full chart is included in appendix.

| AGENCY                            | NUMBER OF NEW AFRICAN AMERICAN HIRES (FY20) | TOTAL AGENCY NEW HIRES (FY20) | % OF TOTAL NEW HIRES (AFRICAN AMERICAN) |
|-----------------------------------|---|-------------------------------|---|
| Human Services                    | 640   | 1603                          | 40%                                     |
| Corrections                       | 151   | 981                           | 15%                                     |
| Children and Family Services      | 108   | 259                           | 42%                                     |
| Juvenile Justice                  | 37  | 83                            | 45%                                     |
| Veterans Affairs                  | 30  | 120                           | 25%                                     |
| Healthcare and Family Service     | 26  | 177                           | 15%                                     |
| Revenue                           | 14  | 102                           | 14%                                     |
| Public Health                     | 10  | 62                            | 16%                                     |
| Employment Security               | 9   | 55                            | 16%                                     |
| Central Management Services       | 7   | 68                            | 10%                                     |
| Commerce and Economic Opportunity | 7   | 31                            | 23%                                     |





## Representation of African American Senior Hires by Agency in FY20

Note: Chart is organized in ascending order by number of African American senior hires. Full chart is included in appendix.

| AGENCY                                      | Number of Senior African American Hires (FY20) | Total Agency Senior Hires (FY20) | % of Total Senior Hires (African American) |
|---|--|----------------------------------|--|
| Children and Family Services                | 4  | 11                               | 36%  |
| Commerce and Economic Opportunity           | 4  | 15                               | 27%  |
| Human Services                              | 4  | 22                               | 18%  |
| Central Management Services                 | 2  | 10                               | 20%  |
| Corrections                                 | 2  | 5                                | 40%  |
| Healthcare and Family Services              | 2  | 10                               | 20%  |
| Innovation and Technology                   | 2  | 7                                | 29%  |
| Transportation                              | 2  | 4                                | 50%  |
| Criminal Justice Authority                  | 1  | 2                                | 50%  |
| Emergency Management Agency                 | 1  | 3                                | 33%  |
| Financial and Professional Regulation       | 1  | 14                               | 7%   |
| Illinois Torture Inquiry Relief Commission  | 1  | 1                                | 100%                                       |
| Insurance                                   | 1  | 9                                | 11%  |
| Juvenile Justice                            | 1  | 1                                | 100%                                       |
| Labor                                       | 1  | 7                                | 14%  |
| Law Enforcement Training and Standard Board | 1  | 2                                | 50%  |
| Liquor Control Commission                   | 1  | 4                                | 25%  |
| Natural Resources                           | 1  | 6                                | 17%  |
| Revenue                                     | 1  | 1                                | 100%                                       |

## Representation of Total African American Employees in FY20 by Agency

Note: Chart is organized in ascending order by number of African American employee.

| AGENCY                                | Total Number of African Americans (FY20) | Total Agency Employees (FY20) | % Total Agency Employees (FY20) |
|---------------------------------------|--|-------------------------------|---------------------------------|
| Human Services                        | 4,748                                    | 12,942                        | 36.7%                           |
| Corrections                           | 1,582                                    | 12,833                        | 12.3%                           |
| Children & Family Services            | 1,042                                    | 2,589                         | 40.2%                           |
| Juvenile Justice                      | 361                                      | 889                           | 40.6%                           |
| Transportation                        | 342                                      | 3,746                         | 9.1%                            |
| Employment Security                   | 311                                      | 1,041                         | 29.9%                           |
| Healthcare and Family Services        | 272                                      | 1,538                         | 17.7%                           |
| Revenue                               | 196                                      | 1,387                         | 14.1%                           |
| Veterans Affairs                      | 174                                      | 1,192                         | 14.6%                           |
| Public Health                         | 171                                      | 1,120                         | 15.3%                           |
| State Police                          | 105                                      | 934                           | 11.2%                           |
| Information and Technology            | 97                                       | 1,094                         | 8.9%                            |
| Central Management Services           | 88                                       | 861                           | 10.2%                           |
| Financial and Professional Regulation | 71                                       | 385                           | 18.4%                           |



## Agency Survey Responses

As part of the annual employment plans, CMS includes survey responses from agencies on a variety of topics ranging from recruitment and hiring to employee professional development.

Of agencies responding to the Employment Plan Survey, 15 reported having a liaison to the African American community. Twenty-nine did not. Thirteen agencies reported having staff responsible for African American recruitment, seven with hiring/promotion authority and authority over African American interviews.

A sample of some of the other survey questions are included below.

| QUESTION   | Total African Americans | Total Employees | % of African Americans |
|--|-------------------------|-----------------|------------------------|
| How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2020?          | 829                     | 4,788           | 17.3%                  |
| How many employees in your agency received tuition reimbursement in FY20?  | 354                     | 3,224           | 11.0%                  |
| How many paid interns did your agency hire during FY20?  | 26                      | 247             | 10.5%                  |
| How many interns did your agency hire during FY20 who worked in exchange for educational credit?                       | 12                      | 141             | 8.5%                   |
| How many interns did your agency hire during FY20 who were unpaid and did not work in exchange for educational credit? | 5                       | 54              | 9.3%                   |

## Employment Pipelines and Professional Development

There is an opportunity to increase partnerships with colleges, universities and other community organizations in an effort to attract more African American interns. Creating a pathway for interns to gain practical experience through the State's existing various internship programs, such as its current partnerships with Chicago State and the University of Springfield, will only enhance the opportunities for future employment.

## Community Involvement and Human Resources

CMS recognizes there is a prime opportunity to strengthen relationships with African American advocacy and career development organizations across the State. When asked, agencies responded having a total number of 85 African American employees responsible for recruitment and outreach efforts.



## Opportunity to Improve or Enhance Recruitment Efforts


In FY20, CMS participated in a number of job fairs African American audiences. A few of those fairs included, the Chicago Urban League, Congresswoman Robin Kelly's 7th Annual Hiring Event, Wilbur Wright and Harold Washington to name a few. In addition to taking a more centralized lead in assisting agencies with their recruitment efforts, CMS initiated a statewide recruitment call with agencies and has engaged the African American Advisory Council as participants with plans for more engagement with these groups in FY21. This monthly call brings all state agency human resources plus outreach and recruitment teams together to discuss opportunities for reaching more diverse applicant pools. This collaboration will continue to evolve as ideas, contacts, events, and resources are discussed and shared.


## Other Action Items for FY21


- **Recruitment:** CMS will continue to work with the African American Employment Plan council to establish a strategic plan which will focus on recruitment, hiring and retention of African American candidates by FY21. This plan will be heavily focused on potential community partnerships with African American groups within the State and include a calendar of events that will help organize and track engagements throughout the year.
  - **CMS** will share formal plans and strategies with other agencies to help assist in these recruitment efforts. This should serve as a guide with suggested best recruitment practices of African Americans.
- **Hiring:** CMS is addressing the overall hiring process but will need to ensure that more interview panels are inclusive of African American employees.
- **Internships:** Creating a pipeline funnel great talent for State jobs begins with a strong internship foundation. The State currently has limited paid internship opportunities that can be utilized as a recruitment tool. CMS is committed to collaborating, with guidance from Employment Plan Councils and internal partners to increase reach for African American candidates for these internship opportunities. Outreach strategies would include going to special institutions such as Historically Black Colleges and Universities, expanding the reach of these important opportunities.
  - **Other Internships:** Other agencies, including, CMS have unpaid internship opportunities which do allow students the opportunity to receive academic credit for their work. CMS will work to provide a guide or structure on this internship process to provide more to the program across all agencies who participate.
- **Retention:** CMS will work to organize an internal focus group of current African American employees in FY21 to listen to experiences and suggestions on the resources needed to support and compile responses for strategies that will help CMS create more of an inclusive work culture at the State.


### III. Hiring Reform


## The Reformed Hiring Process


 Reduce paper and utilize an online application process


 Improve transparency & visibility

 Reduce opportunities for bias

 Decrease hiring time (35 - 45 days)

 Align candidates more closely to positions

 Increase the number of qualified & diverse candidates

 Improve collaboration between CMS and agencies

Hiring reform is a priority of the Pritzker administration. The new hiring reform process has gone through multiple pilot sequences with multiple state agencies and is moving forward with full implementation in 2021. The implementation of the new process is coupled with the integration of all state agencies into a new Human Capital Management (HCM) system to fully automate all personnel management functions. The move to the new hiring process as well as the use of the new HCM system, SuccessFactors, is underway and will continue through to 2022.

These process and system improvements are a much-needed tool for the State to modernize hiring and attract diverse candidates. The improved hiring process not only put the State in a position to expand candidate searches, but also addresses a dated system which did not prove to be an efficient process for the hiring of diverse candidates. The graphic above describes, at a high-level, the priority issues addressed in the new hiring reform process. In order for the State of Illinois to begin achieving parity in hiring diverse candidates, a focus on equity also became apparent.

With enhanced best practices and an electronic process on the way, CMS must make sure there is special attention placed to reach those communities which still experience a digital divide—with little to no access to broadband services. In the case of the African American community, CMS will outline an action item further in this report that will help illustrate the attention that will be given to this issue.

Job postings in the new hiring process are now available on more than 60 websites. Even the job descriptions have been reevaluated and feature more descriptive titles, addressing the frequent use of internal jargon that was not as familiar with external audiences. In addition to updated titles, bulleted descriptions help better summarize open vacancies and align candidates more closely to these positions. Another important part of the hiring process focused on the significant reduction of time allotted to the process. Before the implementation of the new hiring process, an average hiring cycle took upwards of more than 100 days to complete. Now, that time has decreased to an average of 45 days.

## IV. African American Employment Plan Council

CMS is required per the [Civil Administrative Code](#)<sup>3</sup>, to partner and work with Governor-appointed subject matter experts, who make up the African American Employment Plan Council<sup>4</sup>, to examine and assist in providing solutions for the following:

- the prevalence and impact of African American state employees
- the barriers faced by African American candidates who seek employment or promotional opportunities in state government
- additional professional development, education and training opportunities that could be offered to foster the employment and promotion of African American employees in state government

In FY20, the following community and industry leaders were part of the African American Employment Plan Council:



**Rev. Marrice Coverson (Chair)** is the pastor of the Church of the Spirit in Chicago. She is also the Founder of the Institute for Positive Living and the Executive Director of its Open Book Program, a citywide, after-school literacy initiative for adolescents. Rev. Coverson is a visionary with more than 30 years of experience in the non-profit sector. She has held a number of positions, including Center Director of the Chicago Youth Centers, Elliott Donelley Youth Center, and Director of the West Side Learning Center at Malcolm X College. Rev. Marrice Coverson is a recipient of the Women of Excellence Black Pearl Award and the Community Leadership Award from the Illinois Institute of Technology. Rev. Coverson has a Master's in Religious Studies from the Chicago Theological Seminary, a Bachelor's in Sociology from Mississippi Valley State University (HBCU), and a Master's in Public Administration from Roosevelt University. She is also a certified life coach and a published author.



**Sharryon M. Dunbar (Vice Chair)** is a retired State of Illinois employee. After retirement she worked as a Director of a labor organization and independent consultant working with low performing school districts and parent groups. She is a proud HBCU graduate from the University of Arkansas-Pine Bluff.

<sup>3</sup>[Civil Administrative Code](#), 20 ILCS 405-120

<sup>4</sup>[Hispanic and Asian American Employment Plan Councils](#), 20 ILCS 405/405 - 121





**Gloria Batey** is the Program Manager ERP Organizational Change Management (OCM)/Training, has over 20+ years of experience in OCM and Education Solutions Consulting specializing in the implementation of End-to-End (E2E) technology, education and big data solutions for Fortune 100, Legal entities and Government agencies. She is highly skilled in the integration of Project Management (PM), Organizational Change Management (OCM), and Learning & Development (L&D) disciplines. Effectively utilizing her vast industry acumen, Gloria has established a successful reputation helping clients solve complex problems. She strategically moves organizations forward by aligning business intents with people, processes, culture, and tools for the successful deployment, adoption, and utilization of business processes and enterprise technologies. Gloria earned a Bachelor of Arts in Instructional Design and a Master of Arts in Educating Adults from DePaul University, with honors.



**William N. Burch** is the CEO at Greene Acres Consulting Group and legislative advocate. Mr. Burch is the 2020-2022 Chairman of the Black Chamber of Commerce of Illinois, where he works alongside local chambers and business organizations to assist the Black business community to grow and scale their businesses in the State of Illinois. He has been working with legislators and the Illinois community stakeholders to ensure the Adult Use Cannabis legislation includes measurable equity inclusion for communities harmed by the “war on drugs” with a goal to encourage, empower, assist and sustain disadvantaged minority businesses and entrepreneurs looking to enter the adult-use cannabis industry. With years of career success in project management and business development, William’s business agility stems from working in industries that are rapidly growing and evolving. William received a Bachelor of Science degree with a concentration in Business Management from Robert Morris University. He worked on his master’s degree studies at the University of Illinois in Educational Policy Studies. Known for applying proven business tactics to uncharted territory, William has created a diverse consulting network at Greene Acres Consulting Group with high-profile partners. And has been in the business development, communications, and non-profit management industry for over fifteen years.



**Arlene Y. Colman** was admitted to the State of Illinois Supreme Court in May of 1987. Additionally, she is admitted to practice before the United States District Court for the Northern and Central Districts of Illinois and the Seventh Circuit of Appeals. She is a 1987 graduate of IIT/Chicago Kent College of Law and a graduate of Spelman College in Atlanta, Georgia. Ms. Coleman is also an appointee of the Illinois Board of Admissions and continues to serve as a Board member and Secretary for this body. Last year, she became a Board member of the National Conference of Bar Examiners. She is also a member of the Cook County Bar Association (CCBA) and former president in 2015 – 2016. Ms. Coleman’s years of experience have resulted in a diverse practice which includes Title VII employment discrimination claims; employee discharge and disciplinary proceedings; and probate including the administration of decedent, disabled adults, and minor’s estates. Ms. Coleman serves as General Counsel for several not-for-profit corporations and small businesses.



**Carolyn Day** is the Executive Director of the Black United Fund of Illinois, Inc. She has extensive experience in progressive leadership and expertise in educational, social services, projects/programs, and change management. She also specializes in consultations in the areas of external partnerships, career development and training, grant management and quality assurance. Carolyn has passion and enthusiasm for learning, strengthening civic and community engagement and dedicated to empowering people. Ms. Day has a Master's in Educational Psychology from Loyola University-Chicago and a Bachelor's in Communication Disorders from Lincoln University in Missouri.



**Rev. Kevin Anthony Ford** accepted his call to the ministry and was publicly ordained as an Elder by the Church of God in Christ, First Jurisdiction of the State of Illinois and has since elevated to his current position as the Pastor of Saint Paul Church of God in Christ located in Chicago. Pastor Ford's lifelong relationship and commitment to the Church of God in Christ, the community, and its residents are deeply rooted in history. Pastor Ford carries on the visionary spirit, fiery passion, and the humanitarian tradition of his fathers in the cause of community awareness. Striving to uplift the moral, social, and political consciousness, collaborating with public and private policymakers compelling them to adhere to the needs of underserved communities. He was appointed to assist UBM Construction Company in the community hiring process, he recognized that most applicants did not possess adequate skills, requisite knowledge, or experience to obtain a union card to perform in the construction trades. These barriers resulted in the pre-apprenticeship career-readiness program that offers a twelve-week curriculum and social services as a direct response to address the preparation needs for entry into U.S. Department of Labor Registered Apprenticeship Programs.



**Andy Hightower** serves as Executive Director for Madison County Housing Authority. Prior to accepting his current position, he served as Executive Director for Alton Housing Authority. Andy places infinite value on establishing partnerships with agencies and organizations for the betterment of our communities. He recently began his fifth year as President of the Alton Branch NAACP and serves on several boards in the region. Andy has received numerous awards for his service to various communities throughout the years.



**Maurice King** began an apprenticeship with The International Brotherhood of Electrical Workers L.U 134 in the mid-80s. And continued to hold positions as a Hall pointed Steward, and a Forman. After holding multiple positions, Mr. King has been promoted and is currently the Vice President of the International Brotherhood of Electrical Workers L.U 134. He is a graduate of Chicago Vocational High School and then received his Bachelor of Arts in Labor Studies from the National Labor College and a Master of Arts in Legal and Ethical Studies from The University of Baltimore. Mr. King sits on various boards and continues to be active in communities in the Chicagoland area. He is also the co-founder of 134 Jump Start, a program created to increase diversity in the electrical industry.



**Dr. Dalitso Sulamoyo** was born and raised in Malawi which is one of the most impoverished countries in the world. Dalitso moved to the United States in pursuit of higher education and to escape the poverty that has ravaged Malawi. Since moving to the United States of America in the early 1990s, he has made economic and social justice a focal part of his career. Dr. Sulamoyo is the Chief Executive Officer of the Champaign County Regional Planning Commission. As the CEO, Dalitso oversees a multi-faceted government agency with over 100 different federal, state, and local grants and contracts with a budget of over \$32 million. The agency's services range from transportation planning, police training, community services, workforce development, economic and community development to early childhood education for income eligible families. He is a graduate of Illinois College (Magna Cum Laude) with a Bachelor's in Political Science and International Relations. He also received a Graduate Certificate in Public Sector Labor Relations and two master's degrees in political studies and Public Administration from the University of Illinois at Springfield. He holds a Ph.D. in Organization Development from Benedictine University.



# VI. Appendix

## Representation of New African American Hires by Agency in FY20 (Full Graph)

Note: Chart is organized in ascending order by number of African American new hires.

| AGENCY                                     | Number of New African American Hires (FY20) | Total Agency New Hires (FY20) | % Total New Hires (African Americans) |
|--|---|-------------------------------|---------------------------------------|
| Human Services                             | 640   | 1,603                         | 39.9%                                 |
| Corrections                                | 151   | 981                           | 15.4%                                 |
| Children and Family Services               | 108   | 259                           | 41.7%                                 |
| Juvenile Justice                           | 37  | 83                            | 44.6%                                 |
| Veteran Affairs                            | 30  | 120                           | 25.0%                                 |
| Healthcare and Family Service              | 26  | 177                           | 14.7%                                 |
| Revenue                                    | 14  | 102                           | 13.7%                                 |
| Public Health                              | 10  | 62                            | 16.1%                                 |
| Employment Security                        | 9   | 55                            | 16.4%                                 |
| Central Management Services                | 7   | 68                            | 10.3%                                 |
| Commerce and Economic Opportunity          | 7   | 31                            | 22.6%                                 |
| Innovation and Technology                  | 6   | 60                            | 10.0%                                 |
| State Police                               | 6   | 34                            | 17.6%                                 |
| Transportation                             | 6   | 113                           | 5.3%                                  |
| Environmental Protection                   | 5   | 45                            | 11.1%                                 |
| Financial and Professional Regulation      | 5   | 45                            | 11.1%                                 |
| State Retirement Systems                   | 4   | 11                            | 36.4%                                 |
| Human Rights Department                    | 3   | 6                             | 50.0%                                 |
| Insurance                                  | 3   | 23                            | 13.0%                                 |
| Labor                                      | 3   | 14                            | 21.4%                                 |
| Natural Resources                          | 3   | 140                           | 2.1%                                  |
| Criminal Justice Authority                 | 2   | 3                             | 66.7%                                 |
| Lottery                                    | 2   | 17                            | 11.8%                                 |
| Agriculture                                | 1   | 26                            | 3.8%                                  |
| Emergency Management                       | 1   | 9                             | 11.1%                                 |
| Gaming Board                               | 1   | 6                             | 16.7%                                 |
| Illinois Torture Inquiry Relief Commission | 1   | 2                             | 50.0%                                 |
| Labor Relations Board                      | 1   | 2                             | 50.0%                                 |
| Law Enforcement Training Standard Board    | 1   | 2                             | 50.0%                                 |
| Liquor Control Commission                  | 1   | 4                             | 25.0%                                 |
| Military Affairs                           | 1   | 6                             | 16.7%                                 |

## Representation of Total African American Employees in FY20 by Agency (Full Graph)

Note: Chart is organized in ascending order by number of African American employees.

| AGENCY                       | Total Number of African American Employees (FY20) | Total Agency Employees (FY20) | % Total Agency Employees (FY20) |
|------------------------------|---|-------------------------------|---------------------------------|
| Human Services               | 4,748   | 12,942                        | 36.7%                           |
| Corrections                  | 1,582   | 12,833                        | 12.3%                           |
| Children and Family Services | 1,042   | 2,589                         | 40.2%                           |
| Juvenile Justice             | 361   | 889                           | 40.6%                           |
| Transportation               | 342   | 3,746                         | 9.1%                            |
| Employment Security          | 311   | 1,041                         | 29.9%                           |
| Healthcare & Family Services | 272   | 1,538                         | 17.7%                           |
| Revenue                      | 196   | 1,387                         | 14.1%                           |
| Veterans Affairs             | 174   | 1,192                         | 14.6%                           |
| Public Health                | 171   | 1,120                         | 15.3%                           |
| State Police                 | 105   | 934                           | 11.2%                           |
| Innovation & Technology      | 97  | 1,094                         | 8.9%                            |
| Central Management Services  | 88  | 861                           | 10.2%                           |
| Fin & Prof Reg               | 71  | 385                           | 18.4%                           |
| Comm & Econ Opportunity      | 41  | 229                           | 17.9%                           |
| Human Rights Department      | 40  | 112                           | 35.7%                           |
| Environmental Protection     | 38  | 594                           | 6.4%                            |
| Workers Compensation Com     | 34  | 112                           | 30.4%                           |
| Guardianship & Advocacy      | 33  | 101                           | 32.7%                           |
| Natural Resources            | 29  | 1,159                         | 2.5%                            |
| Insurance                    | 25  | 201                           | 12.4%                           |
| Lottery                      | 24  | 147                           | 16.3%                           |
| Agriculture                  | 21  | 309                           | 6.8%                            |
| Gaming Board                 | 20  | 155                           | 12.9%                           |
| Criminal Justice Auth        | 16  | 49                            | 32.7%                           |
| Aging                        | 15  | 134                           | 11.2%                           |
| Military Affairs             | 15  | 129                           | 11.6%                           |
| Labor                        | 14  | 72                            | 19.4%                           |
| Emergency Mgmt Agency        | 8   | 68                            | 11.8%                           |
| Human Rights Commission      | 8   | 18                            | 44.4%                           |
| State Fire Marshal           | 7   | 142                           | 4.9%                            |
| Capital Development Bd       | 5   | 35                            | 14.3%                           |
| Commerce Commission          | 5   | 54                            | 9.3%                            |
| State Retirement Systems     | 5   | 97                            | 5.2%                            |
| Prisoner Review Board        | 4   | 26                            | 15.4%                           |
| A Lincoln Pres Lib & Mus     | 2   | 84                            | 2.4%                            |
| Arts Council                 | 2   | 14                            | 14.3%                           |
| Il Torture Inqry Rlf Com     | 2   | 4                             | 50.0%                           |
| Investment Board             | 2   | 3                             | 66.7%                           |
| Labor Rel Bd Educational     | 2   | 8                             | 25.0%                           |
| Labor Relations Bd III       | 2   | 12                            | 16.7%                           |
| Law Enf Trng&Standard Bd     | 2   | 23                            | 8.7%                            |
| Pollution Control Board      | 2   | 14                            | 14.3%                           |
| Property Tax Appeal Bd       | 2   | 40                            | 5.0%                            |
| Racing Board                 | 2   | 3                             | 66.7%                           |

## V. Governing Authority

### **African American Employment Plan Act**

<https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=235&ChapterID=5>

CMS is statutorily designated to develop the African American Employment Plan, monitor State agency compliance and receive agencies' annual reports regarding their efforts to implement the prior year's African American Employment Plan. CMS sends state agencies an annual African American Employment plan survey to gather the necessary data.

Agency survey responses include metrics as representation in top leadership positions, interview panel diversity, diversity of human resources staff, and career development participating rates.





## Data Sourcing and Methodology

Data included in the Employment Summary, Leadership, Gender, and Veteran sections of the below document are sourced from data collected on employee statistics and hiring statistics. Notes on these data sets immediately follow. Data on community liaisons, interviewing, and internships are sourced from the Employment Plan Survey of State of Illinois Agencies.

Regarding current employee statistics, data on Fiscal Year employees of the State of Illinois are based on a snapshot query of current employees as of July 1 of the year in question. Employee race and ethnicity is self-identified from a mutually exclusive list of possible races and ethnicities. While the process is being reformed, individuals in these data sets were not given the opportunity to identify with more than one race or ethnicity.

Regarding hiring statistics, these data include only those individuals whose hiring meet the Bureau of Personnel's New Hiring Criteria and whose hiring was processed during FY20. Given transaction processing times, these data do not always match with those who were hired during the year. This methodology was chosen to allow for better year-over-year analysis and may not match agency-level statistics on hiring during the same period. Hires for senior roles are defined as those roles where the employee status is "F" and the position exempt code is "1" or "3."

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