



State of Illinois
Department of Central Management Services



AFRICAN AMERICAN

FY21 Employment Plan Report



July 1, 2020 – June 30, 2021

Purpose of This Report

This report serves as the annual plan to increase the number of African American persons employed by State agencies at all levels.

In accordance with 20 ILCS 30/15, the Illinois Department of Central Management Services (CMS) submits the following report to the Illinois General Assembly on or before February 1, 2022.

2021 Author's Note: For the purpose of this report, the demographic population is referred to as "African American" to align with past employment plan practice and the African American Employment Plan Council's name.

Letter from Janel L. Forde, CMS Director

Honorable Members of the General Assembly:

Prioritizing diversity, equity and inclusion continues to be a pinnacle opportunity for growth in all areas of State government. Illinois has an opportunity and a responsibility to ensure that the 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 State government has increased generally from 21.8% (9,844) in FY20 to 22.1% (10,172), and, specifically in managerial and supervisory titles. Understanding that this work must be continuous, CMS has revamped our efforts by leading through an identity-based approach to relationship-building, outreach and recruitment.

This year, CMS brought outside expertise to agency hiring and recruiting staff by convening panel discussions with relevant community leaders and private sector experts. The panels included members of the African American Employment Plan Advisory Council and other partners facilitated through their networks. These panels discussed best practices and approaches on how to engage the African American community to discuss hiring opportunities.

The African American Employment Council has been an instrumental partner in fostering a strong relationship with the community and in our efforts to increase equitable representation in State workforce. I would like to thank all Council members for their passionate commitment to the State and contributions to this report.

The Illinois Department of Central Management Services stands firm and committed to ensuring that our personnel operations are equitable. We look forward to our continued collaborations as we endeavor on this journey to foster 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.

Janel L. Forde
Director
Illinois Department of Central Management Services

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Executive Summary

This report serves as the plan to ensure diversity, equity and inclusion for African American persons employed or seeking employment in State government. In accordance with Public At 20 ILC 30/15, the Illinois Department of Central Management Services (CMS) submits the following report to the Illinois General Assembly on or before February 1, 2022.

The FY21 African American Employment Plan Report provides comparable data to mark the progress of efforts to fully develop a diverse, inclusive, and equitable State work force. Action items are provided in this report noting progress from FY21 as well as establishing objectives for FY22. Annual data comparisons of current State employees is provided to gauge the success of those endeavors in meeting our ultimate goal for creating a work force that reflects the diversity of our State, and a workplace that provides equitable opportunities for all.

Most notable in reviewing the data is the increase and retrain in the overall number of employees and the number of new hires who identify as African American. Overall numbers of the State workforce that identifies as African American increased from 21.8% (9,844) in FY 20 to 22.2% (10,172) in FY 21. In addition, there has been an increase in the number of African Americans that are in managerial or supervisory roles as Senior Public Service Administrators or Public Service Administrators with 496 African Americans in these roles in FY20 to 544 in FY 21.

In addition to increasing overall diversity of the State workforce, also underway are efforts to insure equitable opportunities and access to career advancement and supportive work environments. CMS works closely to align with the objectives of the newly established Governor's Office of Equity, engaging with the Chief Diversity Officer in advancing diversity and equity in State hiring and retention, as well as supporting and working together with the African American Employment Plan Council to advance those goals through setting action-oriented objectives.

The FY21 African American Employment Plan Report provides an understanding of the progress that has been achieved as well as provides a path forward to improving all aspects of diversity, equity, and access in State government employment. This report provides the blueprint for the work ahead in FY22.

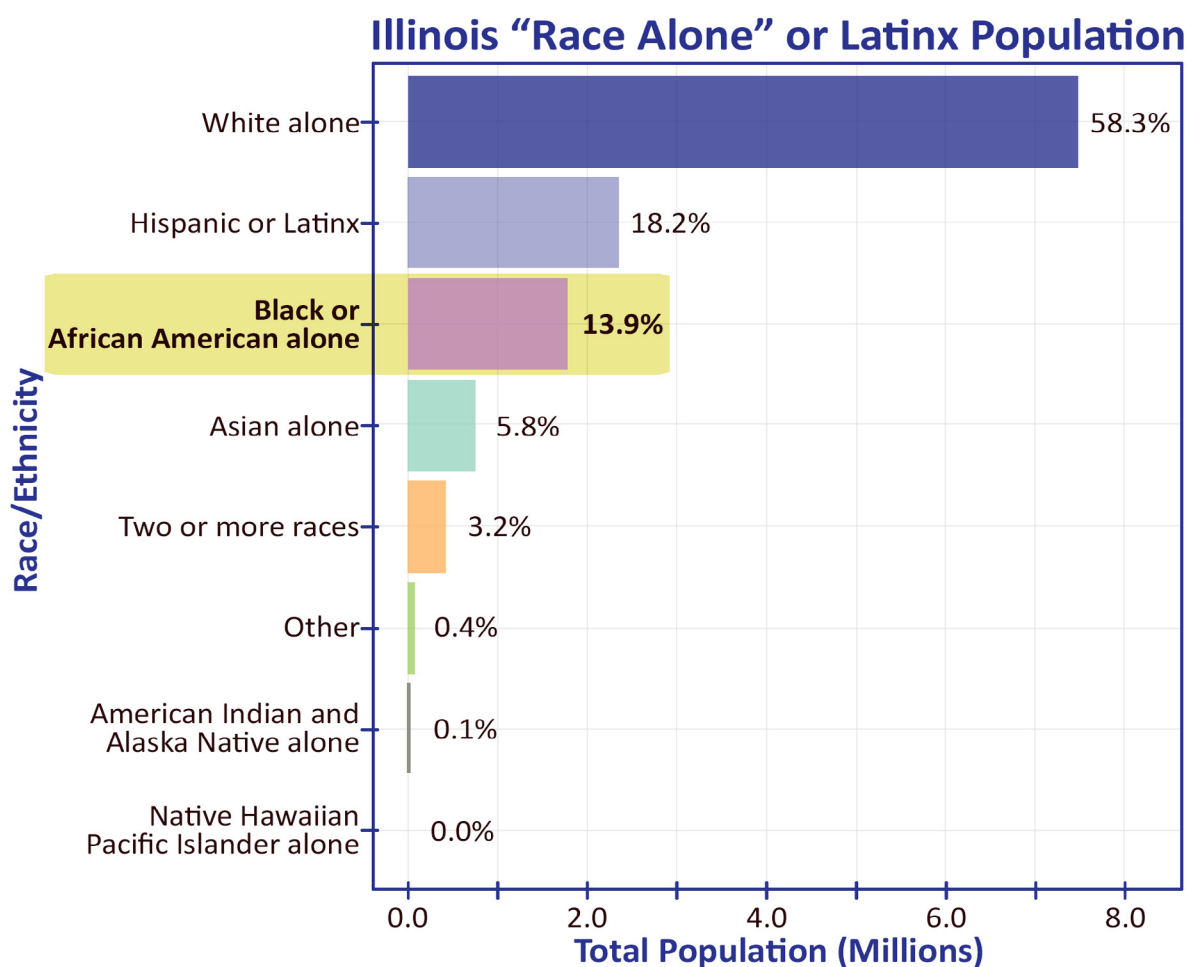


CMS attends numerous outreach events in communities throughout the State to promote employment opportunities.



Illinois' Government Workforce Representation for African Americans

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

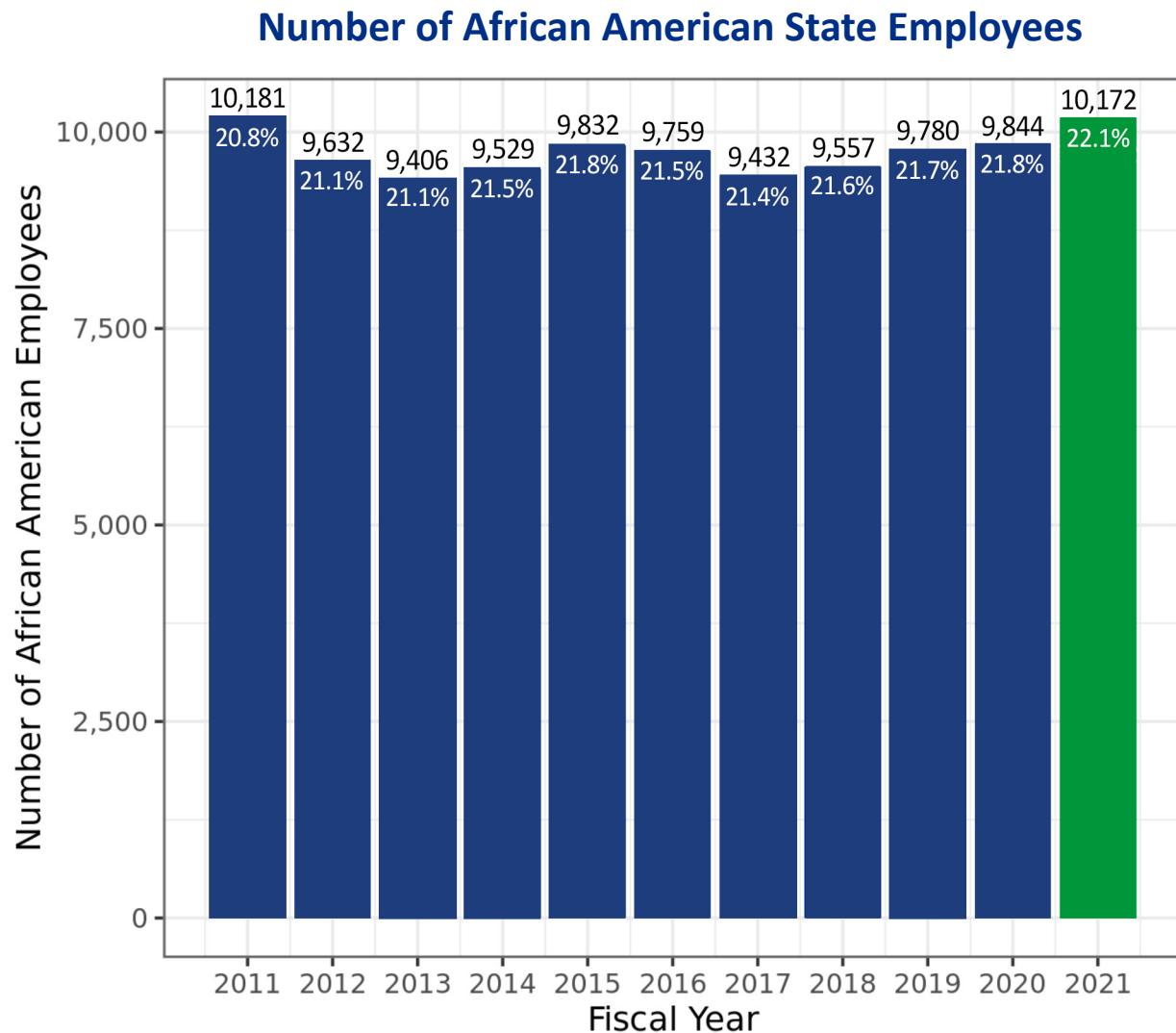


Source: 2020 Census PL 94-171 File

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. The 2020 Census reported that Illinois' population was about 12.81 million. That was a decrease of about 18,000 from the 2010 census (12.83 million total), a difference of -0.1%.

The chart above illustrates the diverse population groups represented in the State with the Census categories *race alone* and *Hispanic* (ethnicity). Many individuals may choose to respond to more than one racial or ethnic category. This is referred to by the census as the *alone or in combination* population, which is the method used to report individual population numbers.

The *African American alone or in combination* population in Illinois is 15.3% or about 1,955,300 people. The State strives to achieve representation parity within its workforce. The State's employment insights show that the percentage of total employees who identify as African American increased from FY20 to FY21, from 21.8% (9,844) to 22.1% (10,172).



Source: CMS Personnel Mainframe

African American New Hire Profile

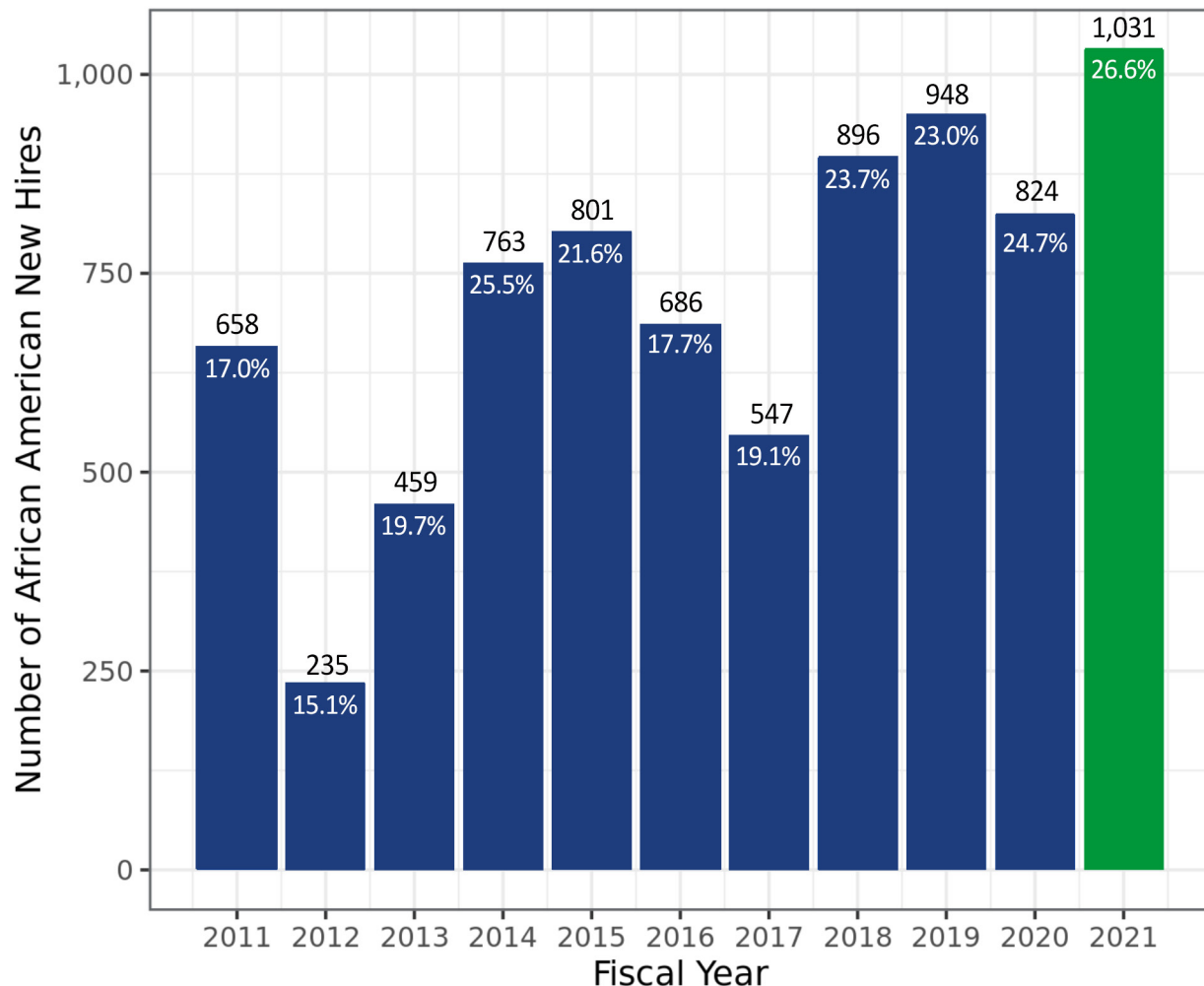
During FY21, 26.6% (1,034) of onboarded new hires identified as African American. 43 or 4.2% of the new onboarded African American hires in FY21 were senior (exempt employees, positions appointed by the Governor).

There are other code-covered senior positions as well at the State. Those are titles of Senior Public Service Administrator (SPA) and Public Service Administrator (PSA). In FY21 there were a combined 544 African Americans in both categories, compared to 496 for the same in FY20. This reflects an increase in the number of African American employees functioning in a more supervisory/managerial role than in the previous year.

As for gender comparisons, in FY21 71.5% of new African American employees onboarded identified as female, compared to the Statewide rate of 58.0%. Totally, as of the end of FY21 68.8% (7,001), of African American State employees were women, compared to 50.2% of all State employees.

Of the new African American hires for FY21, there were 6.0% (62) who were also veterans, compared to the Statewide rate of 8.5% new hires. As of the end of FY21, a total of 11.6% (1,185) of African American State employees were veterans, compared to 16.3% of all State employees.

Number of African American New Hires to State Employment



Source: CMS Personnel Mainframe

Hires by Agency

The next tables provide a look at how African American employees are represented by agencies according to data collected by CMS in FY21 (July 1, 2020 – June 30, 2021).

Representation of New African American Hires by Agency in FY21

Table is organized in descending order by number of African American new hires.

Full table is included in appendix of this report.

Agency	Number of New African American Employees	Total Agency New Hires	% of New Hires (African American)
Department of Human Services	549	1,381	39.8%
Department of Children & Family Services	124	369	33.6%
Department of Corrections	104	772	13.5%
Department of Healthcare & Family Services	61	212	28.8%
Department of Employment Security	34	126	27.0%
Department of Transportation	31	227	13.7%
Department of Public Health	19	74	25.7%
Department of Juvenile Justice	17	43	39.5%
Department of Veterans Affairs	17	101	16.8%
Environmental Protection Agency	13	95	13.7%
Department of Financial and Professional Regulation	13	39	33.3%

Representation of Total African American Employees in FY21 by Agency

Table is organized in descending order by number of African American employee.

Full table is included in the appendix of this report.

Agency	Total Number of African American Employees	Total Agency Employees	% of Total Agency Employees (African American)
Department of Human Services	4,995	13,632	36.6%
Department of Corrections	1,579	12,695	12.4%
Department of Children & Family Services	1,054	2,734	38.6%
Department of Juvenile Justice	337	829	40.7%
Department of Employment Security	332	1,118	29.7%
Department of Healthcare & Family Services	306	1,653	18.5%
Department of Transportation	210	2,313	9.1%
Department of Revenue	190	1,300	14.6%
Department of Public Health	183	1,144	16.0%
Department of Veterans' Affairs	174	1,193	14.6%

CMS developed a robust information and communications campaign to highlight the work of the African American Employment Plan Council and State opportunities.



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, 12 reported having a liaison to the African American community. 22 survey responses indicated that there is no African American community liaison. Agencies were asked if that liaison had decision making authority in four areas. 13 agencies reported that the liaison had decision making authority in African American recruitment; 4 with hiring/promotion authority; and 4 for interviews.

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

Question	Total African American	Total Employees	% African American
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2021?	697	3,740	18.6%
How many employees in your agency received tuition reimbursement in FY2021?	434	3,702	11.7%
How many paid interns did your agency hire during fiscal year 2021?	34	127	26.8%
How many interns did your agency hire during fiscal year 2021 who worked in exchange for educational credit?	1	45	2.2%
How many interns did your agency hire during fiscal year 2021 who were unpaid and did not work in exchange for educational credit?	1	24	4.2%

Efforts and Opportunities in Outreach & Recruitment

Employment Pipelines and Professional Development

There is an opportunity to increase partnerships with colleges, universities, and other community organizations to attract more African American interns. Creating a pipeline for interns to gain practical experience and exposure to careers in State government is an important recruitment tool.

In addition to the current summer Curry Internship Program and the University of Illinois at Springfield Graduate Public Service Internship Program, CMS is also working to expand more strategically focused opportunities. In partnership with Chicago State University, CMS participated in FY21 career fairs, led and assessed an internship program geared for African American students. As a result, CMS' Bureau of Diversity and Inclusion developed an Educational Outreach Plan in FY21 that aims to promote psychosocial mirroring of youth, student empowering visits to State offices and culminates with internship opportunities.

State agencies continue to celebrate Black History Month through programming, recognitions and identity-specific engagements. FY21 has allowed the State to recognize and honor the Juneteenth holiday in multiple ways. CMS authored an informational segment on the history and significance of the holiday, Senior Leadership recorded two videos commemorating and highlighting ongoing commitment and efforts to building a more equitable workforce. To commemorate, CMS Bureau of Diversity and Inclusion led its first State-wide Virtual State Government Information Session with Chicago, Madison County, Quad County, Springfield, and Tri-County Urban League chapters. A successful attendance and collaboration yielded new relationships with African American leadership throughout the State.



Congratulations to CMS'
Chicago State University (CSU) 2020-21 Interns


			
Christian Gonzalez Fernandez Master of Business Administration Chicago State University '22 Bureau of Personnel	Gabrielle Jones-Hall Bachelor of Science, Chemistry Chicago State University '21 Environmental Health and Safety Division	Courtney Woods Bachelor of Science, Marketing Chicago State University '22 Business Enterprise Program	Dont'a Taylor Master of Business Administration Chicago State University '22 Bureau of Property Management

CMS created an intern partnership with Chicago State University that provides students with a snapshot of the thousands of opportunities that a career path in State government can provide.

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 76 African American employees responsible for recruitment and outreach efforts; 60 African American employees were routinely included in selecting job candidates for interviews; 0 agencies have African American employees who are policy makers.

In partnership with the new Governor's Equity Office and Department of Human Rights (DHR), CMS began implementing the Introduction to Diversity, Equity and Inclusion training for all agency employees. This training is inclusive of employment best practices which aims to promote a more inclusive workplace for all. CMS looks forward to partnering with DHR to continue equitable onboarding and training of all State employees.



**HAPPY
JUNETEENTH**

**from The Illinois Department of
Central Management Services (CMS)**

CMS is committed to supporting the economic development of the Black community and diversity and inclusion in State of Illinois hiring, contracting and beyond.

Visit cms.illinois.gov for more information about CMS.
#ILCMS #CMS #Celebrates #Juneteenth #CMScelebrates

CMS celebrated Juneteenth through an educational discussion on economic freedom for the Black community on social media.

The poster features a silhouette of a person's head in profile, facing right, set against a background of red, yellow, and green. The text is in white and yellow. A small CMS logo is visible in the bottom right corner of the poster.

Opportunity to Improve or Enhance Recruitment Efforts

The recruitment challenges facing the nation are also felt within Illinois State government. Those challenges require the State to enhance their efforts and develop more strategic outreach and recruitment activity to attract a strong applicant pool. It also requires the State to ensure that the hiring process itself is fully accessible and mirrors best human resources practices seen in the private sector.

As CMS continued to lead a second year of Monthly Recruitment Calls for all agencies, African American community partners and leaders were invited to serve as expert panelists. The 2021 new template with panels, engaged agencies as they prepared and directly posed questions that aimed to best understand the values, needs and culturally centered approaches to establishing relationships with the African American community. In FY21, CMS worked on the planning and has secured two African American Employment Plan Council members and three civic community leaders to serve as expert panelists in the first quarter of FY22.

Hiring Reform & Human Capital Management (HCM)

Since 2018, the State of Illinois has embarked on transformative improvements in the State hiring and employee management process. CMS has led efforts to develop and adopt the Comprehensive Employment Plan (CEP) to ensure full compliance with the State personnel code and implementation of human resources best practices.

Under Governor Pritzker, the State of Illinois has fully implemented the CEP and trained all Human Resource teams. Implementation of best practices established through the CEP creates a more competitive, inclusive, and transparent hiring process for all State jobs. In addition, CMS provides support through the Compliance Office within the Bureau of Personnel to provide best practice guidance, compliance oversight of hiring sequences and training to continuously improve Human Resources processes.

CMS has also partnered with the Department of Innovation & Technology (DoIT) to begin the adoption of a Human Capital Management System (HCM), known as Success Factors, for all State agencies. The new HCM will provide a centralized tool for tracking and managing the State employment lifecycle from job application, to onboarding, employee learning and training, to offboarding, creating enhanced access and transparency for all users.

The adoption of human resources management best practices through the adoption of the CEP and the implementation of a new HCM system will allow for a fully electronic hiring process. This integrated system will provide a streamlined process for applicants to apply for State jobs and track efficiencies through the hiring process itself. The electronic process provides more efficiency for hiring managers as well as increased transparency and responsiveness to the applicants. In addition, the electronic process allows for more strategic sharing of open jobs with various community partners to maximize outreach and expand our potential for attracting a more diverse applicant pool.

While the complete implementation and reporting is necessary to fully gauge the impact of these improvements, it is already clear that the new process provides an opportunity to attract more applicants from outside of State government. By expanding access there is an opportunity to realize an increase in the diversity of the overall applicant pool and hiring outcomes. CMS anticipates reporting further advantages and more detailed data as the implementation continues to move forward.

African American Employment Plan

FY22 Action Items

As in recent Employment Plans, action items for the year ahead are included in this report as follows.

Employment Numbers Reporting – Quarterly hiring reports will be provided to the African American Employment Plan Advisory Council prior to each meeting. CMS will in addition provide a general overview of hiring at the council meeting.

The quarterly report will contain the following:

- Demographic make up of the State workforce at the time of the report. All State employees.
- Demographic make up of all Senior Public Service Administrators (SPSAs) and Public Service Administrators (PSAs).
- Demographic make up of all Senior Leadership (Exempt) State employees.

Retention Demographics – CMS will identify platforms that will allow future Employment Plan Reports to include metrics tracking the number of individuals that have left State employment in the preceding year, broken down by race and ethnicity. Once identified, CMS will also provide these metrics to the Employment Plan Councils on an as-needed basis.

Internships – Foster established internship relationship with Chicago State University and identify new opportunities for African American students through relationships with Historically Black Colleges and Universities.

Interview Panel Diversity Guidelines – Collaborating with the Governor's Equity Office, CMS will develop and distribute guidelines on adopting best practices for ensuring inclusive interview panels. As required by Public Act 102-0617, CMS will report progress to the Illinois General Assembly in an annual report in 2022.

Implicit Bias Training for HR – Collaborating with the Governor's Equity Office and the Department of Human Rights (DHR), CMS will develop implicit bias training and certification requirement for all agency interviewers.

Employee Resource Groups – Develop opportunities for State employees to establish Employee Resource Groups throughout State government in support initiatives to improve African American employee career development and an inclusive workplace that retains diverse talent.

Partnership Development – Continue to work with the African American Employment Plan Advisory Council, as well as community organizations throughout the State. Participate in identity-based cultural outreach and engagement events, activities, virtual and in person career fairs.

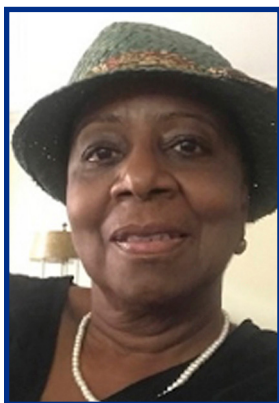
CMS Conversations – CMS Diversity and Inclusion Bureau will continue to work with the Governor's Equity Office and DHR to create opportunities to mitigate implicit biases through professional development that aims to advance diversity, inclusion, equity and access in Illinois state workforce.

African American Employment Plan Advisory Council

CMS is required per the 20 ILCS 30/5(a) Civil Administrative Code, to partner and work with Governorappointed subject matter experts, who make up the African American Employment Plan Council to examine and assist in providing solutions for the following:

- Prevalence and impact of African American State employees.
- 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.

The following community and industry leaders served the African American Employment Plan Council in FY21:



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.



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. In 2000, Kevin Anthony Ford accepted his call to the ministry. On February 25, 2018, the Church of God in Christ, First Jurisdiction Illinois, publicly ordained him as the Pastor of Saint Paul Church of God Christ at 4526 S. Wabash in Chicago. Pastor Ford's lifelong relationship and commitment to the Church of God in Christ, community, and residents are deeply rooted in history. Pastor Ford carries on the visionary spirit, fiery passion, and the humanitarian tradition of his fathers, Bishop Charles Mason Ford and Bishop Louis Henry Ford (grandfather), 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. As the church's liaison for the Margaret Ford Manor building project 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 program, SPCDM, which offers a twelve-week curriculum and social services to address the preparation needs for proven records of successful entries into the USDOL 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.

Governing Authority

As noted in the Executive Summary, 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.

Civil Administrative Code

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

African American Employment Plan Act

<https://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=3265&ChapterID=5>

In accordance with this obligation, CMS Sends State agencies an annual African American Employment plan survey to gather the necessary data. CMS takes agency responses at face value. Agency survey responses include metrics as representation in top leadership positions, interview panel diversity, diversity of human resources staff, and career development participating rates.

THANK YOU TO OUR PANELISTS!



Gloria Batey



Pastor Anthony Ford



Juanita Sanders



Andrew Wells



Dallas Gordon



CMS
Illinois Department of
Central Management Services

CMS hosted a panel presentation with guests from the African American Employment Plan Advisory Council and partnering organizations. The panelists provided insights on how agencies can more effectively engage with the African American Community and overcome challenges they have faced in their outreach efforts.

Data Sourcing, Methodology and Appendix

Agencies who completed the FY21 Survey

Abraham Lincoln Presidential Library and Museum
Human Rights Commission
Illinois Arts Council
Illinois Civil Service Commission
Illinois Commerce Commission
Illinois Council on Development Disabilities
Illinois Criminal Justice Information Authority
Illinois Deaf and Hard of Hearing Commission
Illinois Department of Aging
Illinois Department of Central Management Services
Illinois Department of Children and Family Services
Illinois Department of Commerce and Economic Opportunity
Illinois Department of Corrections
Illinois Department of Employment Security
Illinois Department of Financial and Professional Regulations
Illinois Department of healthcare and Family Services
Illinois Department of Human Rights
Illinois Department of Human Services
Illinois Department of Innovation and Technology
Illinois Department of Insurance
Illinois Department of Juvenile Justice
Illinois Department of Labor
Illinois Department of Natural Resources
Illinois Department of Revenue
Illinois Department of Transportation
Illinois Education Labor Relations Board
Illinois Environmental Protection Agency
Illinois Finance Authority
Illinois Gaming Board
Illinois Independent Tax Tribunal
Illinois Labor Relations Board
Illinois Law Enforcement Training Standards Board
Illinois Liquor Control Commission
Illinois Pollution Control Board
Illinois Prisoner Review Board
Illinois State Lottery
Illinois State Police
Illinois Torture Inquiry and Relief Commission
Office of the Illinois State Fire Marshall
State Employee's Retirement System
State Police Merit Board

Agencies who did not complete the FY21 Survey

Capital Development Board
Department of Agriculture
Illinois Department of Military Affairs
Illinois Department of Public Health
Illinois Department of Veterans' Affairs
Illinois Emergency Management Agency
Illinois Guardianship and Advocacy Commission
Illinois Medical District Commission
Illinois Racing Board
Illinois State Board of Investments
Illinois State Toll Highway Authority
Illinois Student Assistance Commission
Illinois Worker's Compensation Commission
Property Tax Appeal Board

Representation of New African American Hires by Agency in FY21

Table only includes agencies which hired African Americans (14 agencies excluded).

Table is organized in descending order by number of African American new hires.

Agency	Number of New African American Employees	Total Agency New Hires	% of Total New Hires (African Americans)
Department of Human Services	549	1,381	39.8%
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Department of Healthcare & Family Services	61	212	28.8%
Department of Employment Security	34	126	27.0%
Department of Transportation	31	227	13.7%
Department of Public Health	19	74	25.7%
Department of Juvenile Justice	17	43	39.5%
Department of Veterans Affairs	17	101	16.8%
Environmental Protection Agency	13	95	13.7%
Department of Financial & Professional Regulations	13	39	33.3%
Department of Revenue	10	50	20.0%
Central Management Services	7	55	12.7%
Department of Commerce & Economic Opportunity	7	41	17.1%
Department of Innovation & Technology	5	68	7.4%
Department of Insurance	4	14	28.6%
Criminal Justice Authority	3	7	42.9%
Department of Labor	3	9	33.3%
State Police	3	43	7.0%
Workers' Compensation Commission	2	9	22.2%
Liquor Control Commission	1	1	100.0%
Department of Aging	1	12	8.3%
Gaming Board	1	8	12.5%
Guardianship & Advocacy Commission	1	3	33.3%
Human Rights Commission	1	1	100.0%
Department of Human Rights	1	4	25.0%
Lottery	1	5	20.0%
Department of Natural Resources	1	50	2.0%

Representation of Total African American Senior Hires in FY21 by Agency

Table only includes agencies which hired African Americans as senior employees (10 agencies excluded).

Agency	Number of New African American Senior Employees	Total Agency New Senior Hires	% of New Senior Hires (African American)
Department of Public Health	8	15	53.3%
Department of Children & Family Services	5	8	62.5%
Department of Human Services	5	14	35.7%
Department of Financial & Professional Regulation	4	10	40.0%
Department of Transportation	3	24	12.5%
Central Management Services	2	3	66.7%
Department of Commerce & Economic Opportunity	2	8	25.0%
Department of Corrections	2	5	40.0%
Criminal Justice Authority	2	3	66.7%
Department of Employment Security	2	7	28.6%
Department of Revenue	2	3	66.7%
Environmental Protection Agency	1	1	100.0%
Department of Healthcare & Family Services	1	3	33.3%
Human Rights Commission	1	1	100.0%
Department of Insurance	1	2	50.0%
Department of Natural Resources	1	5	20.0%
State Police	1	3	33.3%

Representation of Total African American Employees in FY21 by Agency

Table only includes agencies which currently have African American employees (4 agencies excluded).

Table is organized in descending order by number of African American new hires.

Agency	Total Number of African American Employees	Total Agency Employees	% of Total Agency Employees (African Americans)
Department of Human Services	4995	13,632	36.6%
Department of Corrections	1579	12,695	12.4%
Department of Children & Family Services	1054	2,734	38.6%
Department of Juvenile Justice	337	829	40.7%
Department of Employment Security	332	1,118	29.7%
Department of Healthcare & Family Services	306	1,653	18.5%
Department of Transportation	210	2,313	9.1%
Department of Revenue	190	1,300	14.6%
Department of Public Health	183	1,144	16.0%
Department of Veterans Affairs	174	1,193	14.6%
Department of Innovation & Technology	118	1,166	10.1%
State Police	106	930	11.4%
Central Management Services	83	697	11.9%
Department of Financial & Professional Regulation	76	405	18.8%
Environmental Protection Agency	49	633	7.7%
Department of Commerce & Economic Opportunity	46	271	17.0%
Department of Human Rights	35	105	33.3%
Guardianship & Advocacy Commission	28	96	29.2%
Department of Natural Resources	27	1,153	2.3%
Department of Insurance	26	199	13.1%
Criminal Justice Information Authority	24	63	38.1%
Lottery	22	145	15.2%
Workers' Compensation Commission	22	102	21.6%
Gaming Board	20	153	13.1%
Department of Aging	17	144	11.8%
Department of Agriculture	17	314	5.4%
Department of Labor	17	81	21.0%
Department of Military Affairs	14	128	10.9%
Liquor Control Commission	10	39	25.6%

Representation of Total African American Employees in FY21 by Agency *(Continued)*

Agency	Total Number of African American Employees	Total Agency Employees	% of Total Agency Employees (African Americans)
Emergency Management Agency	8	76	10.5%
Commerce Commission	7	49	14.3%
Human Rights Commission	5	14	35.7%
State Fire Marshal	5	148	3.4%
Capital Development Board	4	32	12.5%
Prisoner Review Board	3	21	14.3%
State Retirement Systems	3	97	3.1%
Arts Council	2	13	15.4%
Investment Board	2	3	66.7%
Educational Labor Relations Board	2	6	33.3%
Labor Relations Board	2	11	18.2%
Law Enforcement Training & Standards Board	2	19	10.5%
Pollution Control Board	2	17	11.8%
Property Tax Appeal Board	2	36	5.6%
Racing Board	2	3	66.7%
Lincoln Presidential Library & Museum	1	77	1.3%
Council on Developmental Disabilities	1	7	14.3%
Torture Inquiry & Relief Commission	1	4	25.0%
State Police Merit Board	1	5	20.0%

Methodology

Data included in the Employment Summary, Leadership, Gender, and Veteran sections of this document are sourced from data collected on employee statistics and hiring statistics. Notes on these data sets immediately follow.

Employee statistics are based on annual snapshots of the CMS Personnel Mainframe database from 2008 to present. This is a change in methodology from past years to allow this report to better compare employee counts across multiple years. Numbers will not be directly comparable to past reports. 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.

Employees are identified as a new hire in the year which they are first shown in the CMS Personnel Database. Employees that switch agencies or are employed with the State less than a full year may not be counted. Employees are identified as a new hire based on the FY21 CMS Personnel Mainframe snapshot. 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.

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."

Data on community liaisons, interviewing, and internships are sourced from the Employment Plan Survey of State of Illinois Agencies.

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