



FY 2024 African American EMPLOYMENT PLAN REPORT



Purpose of This Report & Governing Authority

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

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 state statute, 20 ILCS 405/405-120, the Illinois Department of Central Management Services (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 annually surveys state agencies to gather data relevant to assess progress to the goal of increasing representation of African American employees in the State workforce, monitor compliance with prior Employment Plan goals, and support meeting future Employment Plan goals, including metrics of representation in top leadership positions, interview panel diversity, diversity of human resources staff, and career development participating rate. As required by law, CMS submits the following report to the Illinois General Assembly on or before February 1, 2025.

Letter from Raven A. DeVaughn, CMS Director

Honorable Members of the General Assembly:

The Illinois Department of Central Management Services (CMS) is dedicated to working toward achieving a state workforce that reflects the rich diversity of those who call Illinois home. This objective directly aligns with our primary goal of ensuring that all Illinois residents have full, equitable access to the services and opportunities the State provides.

This report shares FY24 State employment insights demonstrating a snapshot of our workforce demographics along with highlighting the State's efforts to support diversity in state hiring and employee retention. We are committed to supporting all state agencies in their efforts to achieve equitable personnel operations. In 2024, CMS again prioritized the important work of recruiting and retaining the nation's strongest and most diverse workforce by establishing the Bureau of Personnel's Division of Recruitment and Retention. The staff in this division will work closely with the newly established Statewide Diversity and Inclusion Managers serving communities aligned with the Employment Plan Advisory Councils. CMS is proud to continue to partner with the Governor's Office of Equity to ensure that enterprise-wide efforts are streamlined and complementary while also ensuring that all leadership and supervisory curricula developed and administered by our Learning and Professional Development team supports inclusive leadership principles.

These objectives and aspirational outcomes will guide our efforts in the next fiscal year. We will continue to build upon the successes we have achieved toward a more diverse and representative workforce for the State of Illinois. We look forward to our continued collaboration with the Illinois General Assembly as well as the Employment Advisory Councils to meet our goals as we endeavor on this journey to foster and further an inclusive and diverse working environment that reflects the people we serve.

Respectfully,



Raven A. DeVaughn, Director
Illinois Department of Central Management Services

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Executive Summary

The FY24 African American Employment Plan Report provides an analysis of fundamental data to indicate the progress of efforts to develop the State of Illinois as a diverse, inclusive, and accessible employer. Annual data comparisons of current State employees are provided to gauge the success of creating a workforce that reflects the diversity of our State and a workplace that provides equitable opportunities for all.

CMS Diversity & Inclusion produces this report by presenting an annual survey to agencies in accordance with Civil Administrative Code [20 ILCS 405](#). Of the surveys disseminated in FY24, CMS D&I received a total of 49 responses. These responses are factored into authoring enterprise-wide goals and coordinating the efforts of the African American Employment Plan Advisory Council.

While this report indicates a positive trend in representation over the past five years, the State of Illinois still has a demonstrable need for improvement. The data reveals an overall increase in the number of African American State employees by 738 individuals from 9,829 in FY23 to 10,567 in FY24. That increase is indicative of the overall growth of the State's total workforce, but also shows a five-year incremental growth in the percentage of African American State employees from 21.7% in FY19 to 22.3% in FY24. Although this representation exceeds that within the African American population in Illinois, there remains a need to strengthen representation of African Americans in State leadership positions, specifically at the Senior Public Service Administrator (SPSA) levels where only 2.7% of individuals in those roles identify as African American.

Contributing to these positive trends is an increase in State Agency cooperation and participation in a number of diversity, equity, and inclusion initiatives including identity-based community outreach, the development of new partnerships in communities of color, and the growth of statewide internship programs such as the CMS D&I Community Partner Internship Program.

In FY24, agencies reported a 36% increase in the overall number of State internships to 384 in FY24, from 281 in FY23. Additionally, agency participation in the CMS D&I Community Partner Internship Program, led to a 100% increase to 22 internships in FY24, from 11 in FY23. That most recent cohort included a 120% increase in the number of African American students to 11 interns in FY24, from 5 in FY23.

The data presented indicates that as the State of Illinois and its agencies continue an ongoing commitment to diversity, equity, and inclusion in hiring, employment, and promotion throughout the State, these disparities will continue to improve. CMS Diversity & Inclusion remains committed to serving as a key resource, providing tools and support to help all agencies enhance their efforts to recruit Asian American employees within the State of Illinois.

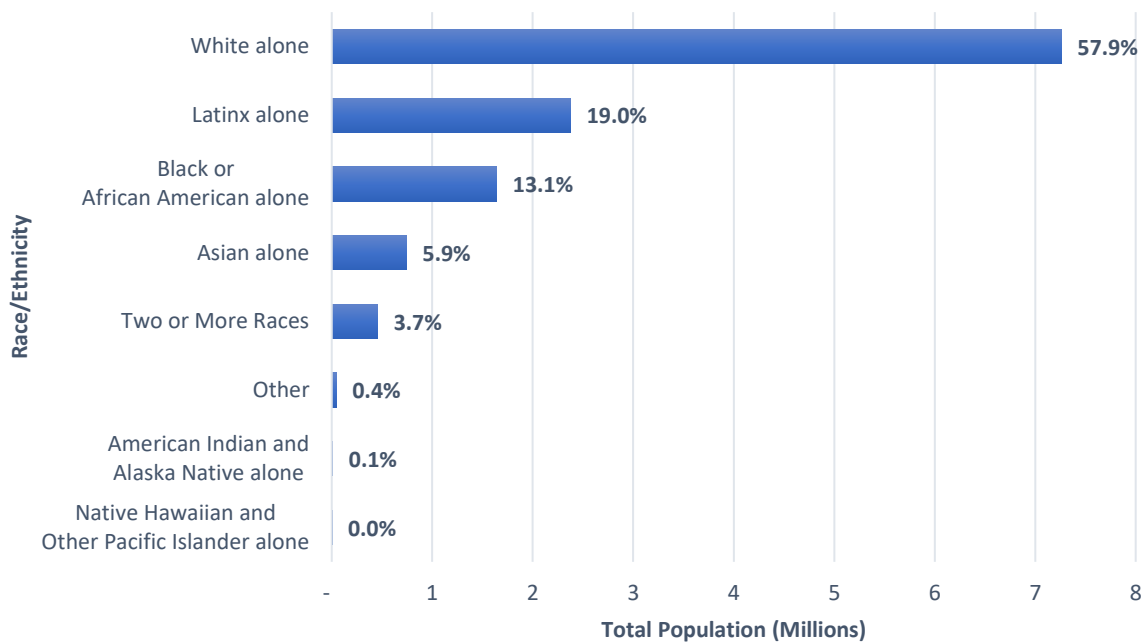


Government Workforce Representation for African Americans in Illinois

The latest Illinois Population by race and ethnicity offers important context to better understand the State's focus on diversifying its career opportunities. The 2023 United States Census' American Community Survey reported the Illinois population to be 12,549,689, which indicates a decrease of 262,819 individuals (-2.1%) from the 2020 Census (12.8 million).

The chart below illustrates the diverse population groups residing in the State of Illinois, as reported by the United States Census' American Community Survey of 2023.

Illinois "Race Alone" or Latinx Population



Source: 2023 American Community Survey (ACS), Table DP05

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. In previous years, this report included responses of more than one racial or ethnic categories.

According to the 2023 United States Census' American Community Survey, the *African American Alone* population in Illinois is 13.1% or about 1,643,638 people.

Agency Survey Responses

Every year, CMS produces a survey to complement otherwise accessible data for this report. Uniquely for FY24, agencies had the opportunity to provide their own employment numbers, along with recruitment efforts and statutorily required data sets.

A sample of some of the survey questions are included below. To review the entire survey with responses, please examine the appendix referenced at end of this report.

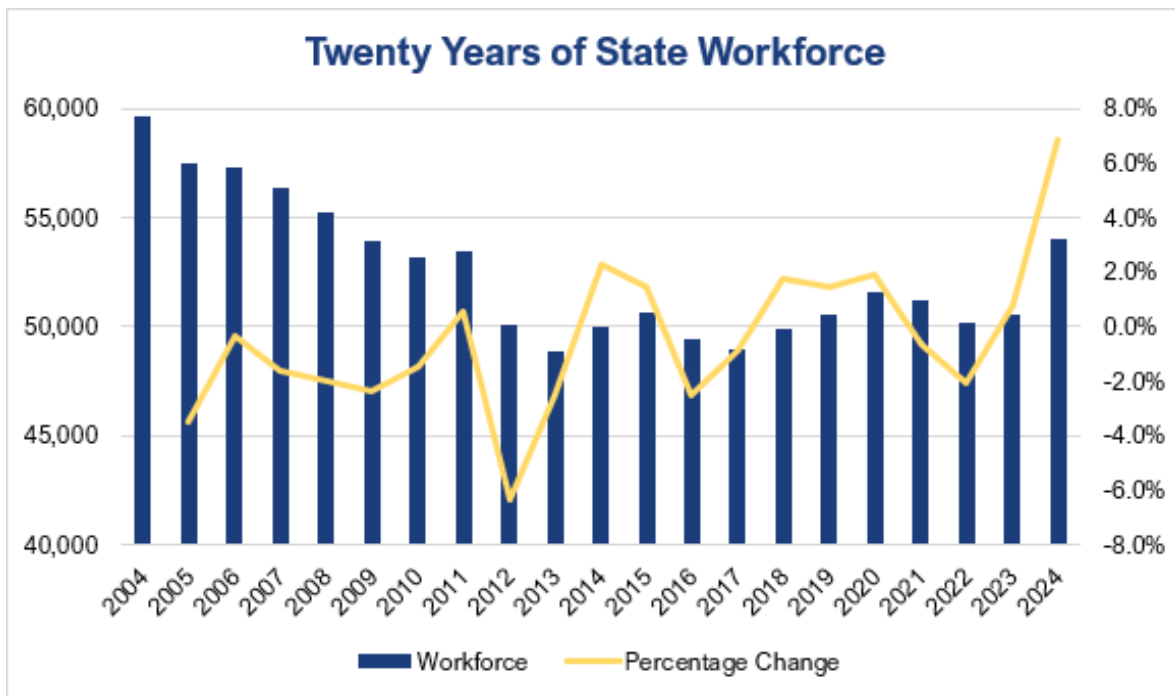
| Survey Questions |
|---|
| Recruitment |
| Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment. |
| For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.) |
| Internship |
| How many paid interns did your agency hire during fiscal year 2024? |
| How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit? |
| Interviews |
| How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024? |
| Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American. |
| Bilingual |
| During Fiscal Year 2024, how many employees did your agency hire into positions designated with the bilingual option? |
| How does your agency track bilingual interactions? |

Workforce By Year

The State of Illinois is currently amid a once-in-a-generation technology transformation of its human resources systems. While early stages of that transformation—namely the implementation of electronic hiring capabilities—have reaped measurable benefits across the enterprise, the State continues to work through challenges related to the migration and updating of employee-specific data. Unfortunately, this impacts the access to and reliability of employee-level data for the second half of FY24 (January 1, 2024, through June 30, 2024). CMS has taken actions in response to this unprecedented challenge to provide as meaningful a picture of representation within the State’s workforce. Therefore, where workforce data reported as of December 31, 2024, that is specifically called out.

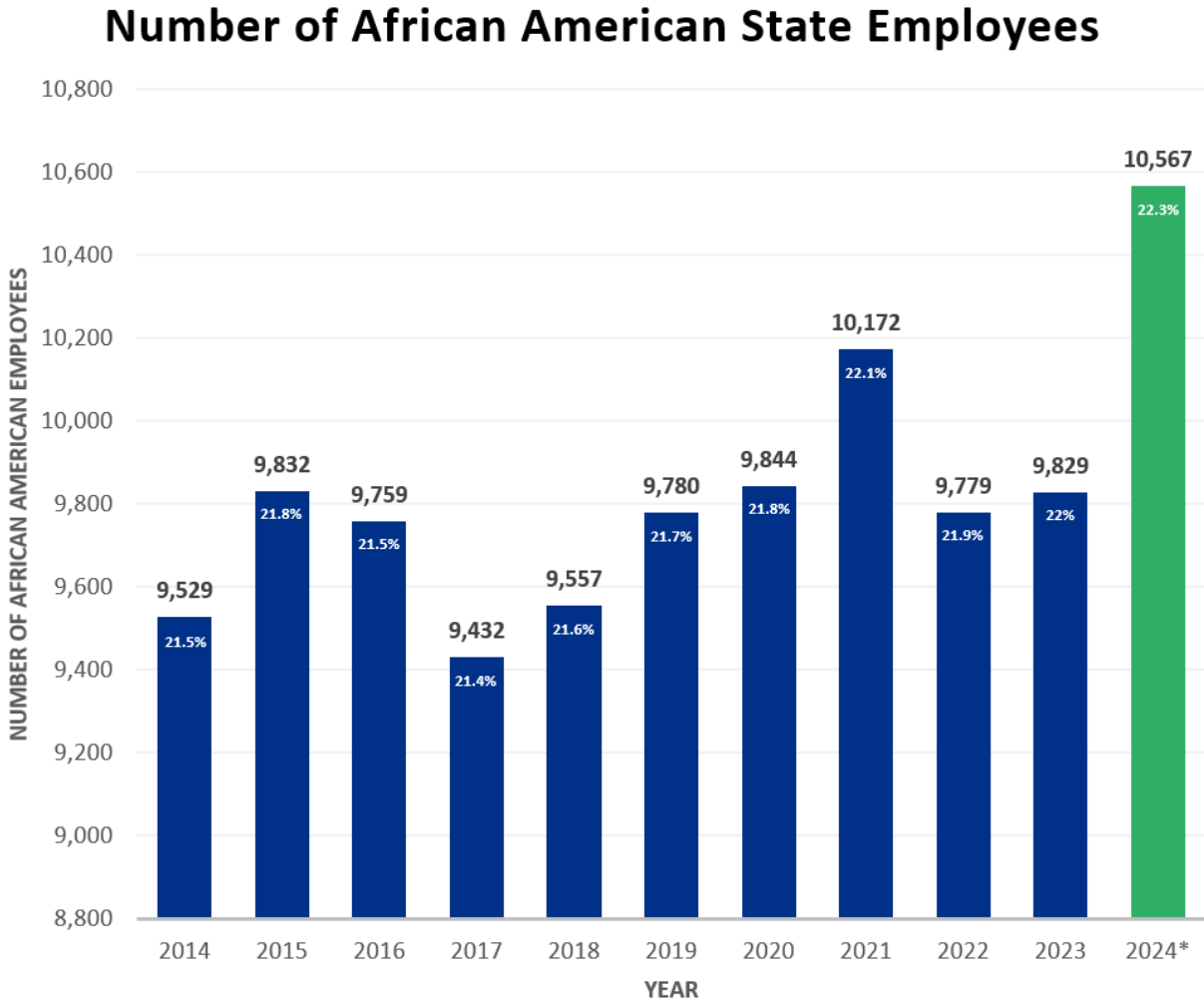
CMS worked to source agency responses in all possible segments and charts of this report. All of the charts in this report include a source detail and data set descriptors are included in text to note from where information was gathered.

It is also worth sharing that the reported efforts and outcomes are occurring during a season of unprecedented growth across the State workforce. The workforce grew by nearly 7% from the end of FY23 to the end of FY24, reaching a population of more than 51,000 employees. This is the largest the State workforce has been since 2008. The information was gathered from overall agency headcount data maintained by the Governor’s Office of Management and Budget. Because the headcount numbers include non-Code staff (e.g. ISP sworn officers or IDOT engineers), there is a sizable difference between the numbers (e.g. ~47,000 versus ~53,000), but it serves as a good snapshot of where today’s workforce size stands in the State’s recent history.



FY24 African American Employment Plan Report

The graph below details the number of African American State Employees from FY14 through the first half of FY24—effective to December 31, 2023.



Source: PEERS FY14 – FY24 effective through December 31, 2024



Overall Diversity Representation by Agency

The following table provides an overview of the diversity of agency staff by percentage as self-reported by 49 State Agencies in the FY24 CMS Employment Plan Survey.

| Agency | Percentage of African American Employees | Percentage of Hispanic Employees | Percentage of Asian American Employees | Percentage of Native American Employees |
|--|--|----------------------------------|--|---|
| Aging | 16.6% | 11.9% | 2.6% | 1.3% |
| Agriculture | 5% | 3.3% | 0.5% | 0.8% |
| Arts Council | 16.6% | 16.7% | 16.7% | 0.0% |
| Central Management Services | 12.3% | 3.3% | 2.1% | 0.5% |
| Children & Family Services | 41.4% | 9.1% | 2.1% | 0.2% |
| Civil Service Commission | 0% | 0.0% | 0.0% | 0.0% |
| Commerce & Economic Opportunity | 15.2% | 8.3% | 3.6% | 0.5% |
| Commerce Commission | Not Reported | Not Reported | Not Reported | Not Reported |
| Commission on Equity and Inclusion | 52% | 40.0% | 0.0% | 0.0% |
| Corrections | 11.1% | 3.9% | 0.7% | 0.5% |
| Council on Developmental Disabilities | 11.1% | 0.0% | 0.0% | 0.0% |
| Criminal Justice Information Authority | 43.7% | 9.5% | 7.9% | 0.0% |
| Deaf and Hard of Hearing Commission | 20% | 0.0% | 0.0% | 0.0% |
| Employment Security | 28.6% | 20.9% | 4.4% | 0.0% |
| Environmental Protection Agency | 7.3% | 4.4% | 8.9% | 0.0% |
| Financial & Professional Regulation | 21.6% | 11.4% | 4.7% | 0.4% |
| Gaming Board | 11.5% | 6.8% | 2.6% | 0.0% |
| Guardianship and Advocacy Commission | 25.3% | 13.1% | 1.5% | 0.0% |
| Healthcare and Family Services | 17.6% | 8.1% | 3.5% | 0.2% |
| Housing Development Authority | Not Reported | Not Reported | Not Reported | Not Reported |
| Human Rights | 31.5% | 31.5% | 3.9% | 0.0% |
| Human Rights Commission | 26.3% | 26.3% | 10.5% | 0.0% |

FY24 African American Employment Plan Report

| Agency | Percentage of African American Employees | Percentage of Hispanic Employees | Percentage of Asian American Employees | Percentage of Native American Employees |
|----------------------------------|--|----------------------------------|--|---|
| Human Services | 35.8% | 11.2% | 4.9% | 0.5% |
| Independent Tax Tribunal | 0% | 0.0% | 33.3% | 0.0% |
| Innovation & Technology | 12.3% | 2.8% | 11.2% | 0.6% |
| Insurance | 10.8% | 3.8% | 5.8% | 0.4% |
| Juvenile Justice | Not Reported | Not Reported | Not Reported | Not Reported |
| Labor | Not Reported | Not Reported | Not Reported | Not Reported |
| Labor Relations Board | 20% | 0.0% | 13.3% | 0.0% |
| Liquor Control Commission | 25.5% | 13.7% | 0.0% | 2.0% |
| Lottery | 13.8% | 8.6% | 2.3% | 0.0% |
| Military Affairs | Not Reported | Not Reported | Not Reported | Not Reported |
| Natural Resources | Not Reported | Not Reported | Not Reported | Not Reported |
| Pollution Control Board | 15.8% | 0.0% | 0.0% | 0.0% |
| Power Agency | 26% | 6.0% | 10.0% | 0.0% |
| Procurement Policy Board | 40% | 0.0% | 0.0% | 0.0% |
| Property Tax Appeal Board | 11.4% | 5.7% | 0.0% | 0.0% |
| Public Health | 16.7% | 5.8% | 8.6% | 0.4% |
| Racing Board | 10.7% | 17.9% | 0.0% | 0.0% |
| Revenue | 14.4% | 4.2% | 5.3% | 0.0% |
| State Board of Elections | 12.5% | 2.8% | 0.0% | 1.4% |
| State Board of Investment | Not Reported | Not Reported | Not Reported | Not Reported |
| State Fire Marshal | Not Reported | Not Reported | Not Reported | Not Reported |
| State Police | 9.5% | 8.1% | 1.8% | 0.0% |
| State Police Merit Board | 0% | 0.0% | 0.0% | 0.0% |
| State Retirement Systems | 6.6% | 0.9% | 4.7% | 0.0% |
| Transportation | Not Reported | Not Reported | Not Reported | Not Reported |
| Veteran Affairs | 19% | 6.0% | 5.5% | 1.2% |
| Workers' Compensation Commission | 17.8% | 12.9% | 6.9% | 0.0% |



African Americans in Leadership by Agency

All agencies were invited to provide further detail of their African American representation by leadership.

The FY24 CMS Employment Plan Survey provided two leadership categories for distinction:

1. Public Service Administrator (PSA) roles include a wide range of middle management positions across agencies, boards, and commissions governed by the Personnel Code. These positions typically involve policy implementation and significant administrative responsibilities, including managerial, supervisory, and/or confidential duties. Approximately half of all PSAs are represented by a labor union.

2. Senior Public Service Administrator (SPSA) roles are higher-level positions than PSAs, including policy-making officials who hold major administrative responsibilities within the agency. SPSAs are not represented by a labor union. Approximately 40% of SPSAs are in at will positions.

Agency submissions detailing the total number of agency employees, the total number of African American employees in full numbers and percentage calculations, as well as a leadership breakdown by PSA and SPSA categories can be identified in the table below.

| Agency | Total Agency Employees | Total African American Employees | Percentage of African American Employees | Total African American SPSA | Total African American PSA |
|--|------------------------|----------------------------------|--|-----------------------------|----------------------------|
| Aging | 151 | 25 | 16.6% | 8 | 17 |
| Agriculture | 399 | 20 | 5% | 1 | 1 |
| Arts Council | 18 | 3 | 16.6% | 0 | 1 |
| Central Management Services | 966 | 119 | 12.3% | 9 | 16 |
| Children & Family Services | 3,650 | 1512 | 41.4% | 56 | 226 |
| Civil Service Commission | 5 | 0 | 0% | 0 | 0 |
| Commerce & Economic Opportunity | 386 | 59 | 15.2% | 9 | 12 |
| Commerce Commission | Not Reported | Not Reported | Not Reported | Not Reported | Not Reported |
| Commission on Equity and Inclusion | 25 | 13 | 52% | 5 | 2 |
| Corrections | 11,941 | 1330 | 11.1% | 21 | 39 |
| Council on Developmental Disabilities | 9 | 1 | 11.1% | 1 | 0 |
| Criminal Justice Information Authority | 126 | 55 | 43.7% | 5 | 8 |

FY24 African American Employment Plan Report

| Agency | Total Agency Employees | Total African American Employees | Percentage of African American Employees | Total African American SPSA | Total African American PSA |
|--------------------------------------|------------------------|----------------------------------|--|-----------------------------|----------------------------|
| Deaf and Hard of Hearing Commission | 5 | 1 | 20% | 1 | 0 |
| Employment Security | 1,050 | 300 | 28.6% | 10 | 40 |
| Environmental Protection Agency | 752 | 55 | 7.3% | 0 | 2 |
| Financial & Professional Regulation | 464 | 100 | 21.6% | 9 | 12 |
| Gaming Board | 191 | 22 | 11.5% | 1 | 5 |
| Guardianship and Advocacy Commission | 130 | 33 | 25.3% | 1 | 1 |
| Healthcare and Family Services | 1,977 | 348 | 17.6% | 16 | 19 |
| Housing Development Authority | Not Reported | Not Reported | Not Reported | Not Reported | Not Reported |
| Human Rights | 127 | 40 | 31.5% | 4 | 9 |
| Human Rights Commission | 19 | 5 | 26.3% | 0 | 0 |
| Human Services | 13,995 | 5004 | 35.8% | 66 | 189 |
| Independent Tax Tribunal | 3 | 0 | 0% | 0 | 0 |
| Innovation & Technology | 1,391 | 172 | 12.3% | 13 | 19 |
| Insurance | 240 | 26 | 10.8% | 3 | 2 |
| Juvenile Justice | Not Reported | Not Reported | Not Reported | Not Reported | Not Reported |
| Labor | Not Reported | Not Reported | Not Reported | Not Reported | Not Reported |
| Labor Relations Board | 15 | 3 | 20% | 0 | 2 |
| Liquor Control Commission | 51 | 13 | 25.5% | 2 | 3 |
| Lottery | 174 | 24 | 13.8% | 1 | 1 |
| Military Affairs | Not Reported | Not Reported | Not Reported | Not Reported | Not Reported |
| Natural Resources | Not Reported | Not Reported | Not Reported | Not Reported | Not Reported |
| Pollution Control Board | 19 | 3 | 15.8% | 0 | 0 |
| Power Agency | 50 | 13 | 26% | 2 | 3 |
| Procurement Policy Board | 5 | 2 | 40% | 0 | 0 |

FY24 African American Employment Plan Report

| Agency | Total Agency Employees | Total African American Employees | Percentage of African American Employees | Total African American SPSA | Total African American PSA |
|----------------------------------|------------------------|----------------------------------|--|-----------------------------|----------------------------|
| Property Tax Appeal Board | 35 | 4 | 11.4% | 0 | 0 |
| Public Health | 1,180 | 197 | 16.7% | 23 | 52 |
| Racing Board | 28 | 3 | 10.7% | 1 | 0 |
| Revenue | 1,538 | 222 | 14.4% | 6 | 13 |
| State Board of Elections | 72 | 9 | 12.5% | 0 | 0 |
| State Board of Investment | Not Reported | Not Reported | Not Reported | Not Reported | Not Reported |
| State Fire Marshal | Not Reported | Not Reported | Not Reported | Not Reported | Not Reported |
| State Police | 2,838 | 270 | 9.5% | 3 | 1 |
| State Police Merit Board | 3 | 0 | 0% | 0 | 0 |
| State Retirement Systems | 106 | 7 | 6.6% | 0 | 0 |
| Transportation | Not Reported | Not Reported | Not Reported | Not Reported | Not Reported |
| Veteran Affairs | 1,282 | 244 | 19% | 5 | Not Reported |
| Workers' Compensation Commission | 101 | 18 | 17.8% | 0 | 2 |



Agency Budget Allocations for Recruitment Efforts

The FY24 CMS Employment Plan Survey also asked agencies a series of questions aimed to assess budget allocations for recruitment efforts to attract diverse employees.

Agencies were given the option to indicate if they had budgeted resources toward providing financial support in three areas:

1. Registration Fees for Job Fairs
2. Booth Furnishing and Giveaways
3. Overtime for Employees to Conduct Outreach Outside of Normal Business Hours.

The table below details agency answers regarding any budget allocation for the outreach and recruitment efforts to increase representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce.

An empty box identifies those agencies that did not specifically budget for this work or chose not to respond.

| Agency | Registration Fees for Job Fairs | Booth Furnishing and Giveaways | Overtime for Employees to Conduct Outreach Outside of Normal Business Hours |
|--|---------------------------------|--------------------------------|---|
| Aging | | | |
| Agriculture | X | X | X |
| Arts Council | | | |
| Central Management Services | X | X | X |
| Children & Family Services | X | X | X |
| Civil Service Commission | | | |
| Commerce & Economic Opportunity | X | X | X |
| Commerce Commission | | | |
| Commission on Equity and Inclusion | | | |
| Corrections | X | X | X |
| Council on Developmental Disabilities | | | |
| Criminal Justice Information Authority | X | X | X |
| Deaf and Hard of Hearing Commission | | | |
| Employment Security | X | X | X |
| Environmental Protection Agency | X | X | X |
| Financial & Professional Regulation | X | X | X |
| Gaming Board | X | X | X |
| Guardianship and Advocacy Commission | | | |

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| Agency | Registration Fees for Job Fairs | Booth Furnishing and Giveaways | Overtime for Employees to Conduct Outreach Outside of Normal Business Hours |
|----------------------------------|---------------------------------|--------------------------------|---|
| Healthcare and Family Services | | | |
| Housing Development Authority | X | X | |
| Human Rights | | | |
| Human Rights Commission | X | | |
| Human Services | X | X | |
| Independent Tax Tribunal | | | |
| Innovation & Technology | X | X | X |
| Insurance | | | |
| Juvenile Justice | X | | |
| Labor | | | |
| Labor Relations Board | | | |
| Liquor Control Commission | X | X | X |
| Lottery | | | |
| Military Affairs | | | |
| Natural Resources | | | |
| Pollution Control Board | | | |
| Power Agency | | | |
| Procurement Policy Board | | | |
| Property Tax Appeal Board | | | |
| Public Health | | | |
| Racing Board | | | |
| Revenue | X | X | X |
| State Board of Elections | | | |
| State Board of Investment | | | |
| State Fire Marshal | X | X | X |
| State Police | X | | X |
| State Police Merit Board | | | |
| State Retirement Systems | | | |
| Transportation | X | X | X |
| Veteran Affairs | X | X | |
| Workers' Compensation Commission | | | |

Outreach and Recruitment

Of the 49 agencies responding to the FY24 CMS Employment Plan Survey, 14 reported having an employee responsible for outreach and recruitment to the African American community, 35 did not.

The Employment Plan Survey also asked if agencies had an employee formally responsible for coordinating recruitment and outreach who had decision making authority in three specific areas:

1. Hiring/Promotion
2. Interviews
3. Creating Policies

Of agencies responding, seven reported to having an employee with that such authority. Of those employees:

- Three had authority in Hiring/Promotion, Interviews, and Creating Policies
- One had authority in Hiring/Promotion
- Two had authority in Interviews
- One had authority in Creating Policies

Agencies that do not currently have an employee dedicated to recruitment or outreach within these specific identity-based communities, or chose not to respond, are represented as empty boxes.

| Agency | African American | Hispanic | Asian American | Native American |
|--|------------------|----------|----------------|-----------------|
| Aging | X | X | X | X |
| Agriculture | X | X | X | X |
| Arts Council | | | | |
| Central Management Services | X | X | X | |
| Children & Family Services | X | X | X | X |
| Civil Service Commission | | | | |
| Commerce & Economic Opportunity | X | | | |
| Commerce Commission | | | | |
| Commission on Equity and Inclusion | | | | |
| Corrections | X | X | X | X |
| Council on Developmental Disabilities | | | | |
| Criminal Justice Information Authority | | | | |
| Deaf and Hard of Hearing Commission | | | | |
| Employment Security | X | X | X | X |
| Environmental Protection Agency | | | | |

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| Agency | African American | Hispanic | Asian American | Native American |
|--------------------------------------|------------------|----------|----------------|-----------------|
| Financial & Professional Regulation | | | | |
| Gaming Board | X | X | X | X |
| Guardianship and Advocacy Commission | | | | |
| Healthcare and Family Services | | | | |
| Housing Development Authority | X | X | | |
| Human Rights | | | | |
| Human Rights Commission | | | | |
| Human Services | X | X | X | X |
| Independent Tax Tribunal | | | | |
| Innovation & Technology | | | | |
| Insurance | | | | |
| Juvenile Justice | | | | |
| Labor | | | | |
| Labor Relations Board | | | | |
| Liquor Control Commission | | | | |
| Lottery | | | | |
| Military Affairs | | | | |
| Natural Resources | X | X | X | X |
| Pollution Control Board | | | | |
| Power Agency | | | | |
| Procurement Policy Board | | | | |
| Property Tax Appeal Board | | | | |
| Public Health | | | | |
| Racing Board | | | | |
| Revenue | | | | |
| State Board of Elections | | | | |
| State Board of Investment | | | | |
| State Fire Marshal | | X | | |
| State Police | X | X | X | X |
| State Police Merit Board | | | | |
| State Retirement Systems | X | X | X | X |
| Transportation | X | X | X | X |
| Veteran Affairs | | | | |
| Workers' Compensation Commission | | | | |

Community Partner Organizations

The CMS D&I FY24 Survey asked agencies to identify organizations of liaised efforts toward diversity hiring. This includes identity-centered, civic, religious organizations and institutions of higher education. Agency responses are reflected below.

| Agency | Organizations |
|-----------------------------|---|
| Aging | Illinois Association of Hispanic State Employees (IAHSE); IDoA Equity Advisory Council; Department of Human Rights |
| Agriculture | Illinois Migrant Council; Hispanic Employment Plan Advisory Council; Illinois Association of Hispanic State Employees (IAHSE); Dreamer's House; Illinois Legislative Latino Caucus Foundation; MANNRS; Illinois Black Legislative Caucus Foundation |
| Board of Elections | State of Illinois Career Site; Springfield Black Chamber of Commerce; Illinois Association of Hispanic State Employees; Springfield Urban League; Illinois Department of Human Rights; Illinois Department of Employment Security; Indeed; SBE; Twitter; Facebook and public website; Wesleyan University; Bradley University; University of Illinois at Springfield; Eastern University; McHenry County Workforce Board; Illinois WorkNet Center; The Job Center WIOA Program; Lake County Workforce Development; DuPage Workforce Development, Shawnee Development Council, Inc. ; Southern Illinois Workforce Development Board, Election Line, Maryville University |
| Central Management Services | Abundant Faith Christian Church; Hispanic Women of Springfield; IAHSE; Black Community Leaders of Springfield; NAPSE; Will County Workforce Center; Career Fairs under State Senators Christopher Belt and Doris Turner in support of African American Communities; Delta Sigma Theta Sorority career fair in East St. Louis; Many other organizations in support of DEI outreach and hiring |

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| Agency | Organizations |
|------------------------------------|--|
| Children & Family Services | National USHLI Conference; Fairmont City Easter Parade and Egg Hunt Festival; Hanover Park Job Fair; Central States SER; Instituto Community Resource Fair; Cicero Morton College Job Fair; Cicero Social Services Fair; HACE Conference; Aurora Companeros de Salud Health Fair; Day of the Child Parade and Festival; Chicago Parent Bilingual Summit; Fairmont City Hispanic Health Fair; Puerto Rican People’s Festival; Melrose Park Community Alliance Fair; Fiesta del Sol Festival; Elote Fest McHenry; Reflejos Bilingual Job Fairs; Oak Brook Diversity Job Fair; Aurora Puerto Rican Festival; Boricua Festival (Bandera a Bandera); ILLCF Raises Conference; Beardstown Festival; IHCC Business Expo; Latino Social Workers Organization Conference; IAHSSE Annual Conference; Hispanic Women of Springfield Festival; American Indian Center small community event; Potawatomi Trails Traditional Pow wow in Zion, IL; American Indian Center of Chicago and DCFS cosponsored their 70th annual AIC pow wow; 8th Annual Urban Native Education conference: Many Fires: kindling the Future at UIC; Northwestern’s Native Student Counsel Pow wow; St. Kateri Pow Wow; Chinese American Service League; Project Vision; Midwest Asian Health Association; Chicago Englewood Community Festival; Chicago Bud Billiken Foundation; Alpha Phi Alpha Fraternity Inc; Chicago football Classic Scholarship Foundation; Black Administrators in Child Welfare organization; State 17th District Job fairs; State 7th District job fairs; Alpha Kappa Alpha Sorority Inc; Delta Sigma Theta Sorority Inc; Chicago State University; Prairie State Community College; Maywood Public Library |
| Commerce & Economic Opportunity | Handshake; Social Media; DCEO Marketplace |
| Commerce Commission | 'Women in Energy Network (there’s a Chicago Chapter; WRISE (Women of Renewable Industries and Sustainable Energy); Blacks in Green; Hispanic Law Association; Black Women Lawyer’s Association; Society of Women in Engineering; National Society of Black Engineers; Society of Hispanic Engineers; Accounting and Financial Women’s Alliance; Women in EV’s; National Association of Black Accountants; American Accounting Association; National Society of Accountants; Women in Accounting; Chicago Bar Association; Women Bar Association; Sangamon County Bar Association; NARUC; Handshake; LinkedIn; ISBA; Indeed |
| Commission on Equity and Inclusion | Illinois Association of Hispanic State Employees (IAHSE); Illinois Black Chamber of Commerce |

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| Agency | Organizations |
|-------------------------------------|--|
| Corrections | <p>Asian Pacific American Labor Alliance (APALA); Council of Korea Americans (CKA); Asian American Advancing Justice (AAJC); Asian American Professional Association; Asian American Psychological Association (AAPA); Asian American/Pacific Islander Nurses Association, Inc.; Association of Latino Professionals for America via University of Notre Dame; Association of Asian Pacific Community Health Organizations (AAPCHO); Center for Asian Pacific American Women (CAPAW); HCBU 20x20; Hmong National Development (HND); National Association of Asian American Professionals (NAAAP); National Association of Black Accountants; National Association of Hispanic Accountants; National Association of Hispanic Nurses; National Association of Puerto Rican Hispanic Social Workers; National Black Nurses Association; National Council of Asian Pacific Americans; National Organization of Black Women in Law Enforcement Inc.; National Organization of Hispanics in Criminal Justice; National Organization on Disability; The American Foundation for the Blind; The AR; Chicago Urban League; PLCCA (Proviso Leyden Council for Community Action); Shine Bright Community Center; Several local aldermen and state congresspeople in the Chicago area also hold community job fairs in DEI specific neighborhoods; In addition – CMS also sponsors various DEI focused events, and we try to hit all that are employment focused</p> |
| Deaf and Hard of Hearing Commission | <p>Chicagoland Black Deaf Advocates; Illinois Association of the Deaf; Illinois Deaf Latino Association</p> |
| Employment Security | <p>IL Task Force on Employment & Economic Opportunity for Persons with Disabilities; Illinois Association of Hispanic State Employees (IAHSE); African American Employment Plan Council; Hispanic Employment Plan Council; Asian American Employment Plan Council; Native American Employment Plan Council; Equip for Equality Disability Rights Consortium; Equip for Equality; Illinois ADA Project; Jewish United Fund; Illinois Language Justice Coalition; IDES Legal Aid Roundtable; IDES Diversity, Equity, Inclusion, & Accessibility Employee Forum; Illinois Disability Access Coordinators Committee; Illinois Language Access Coordinator Committee; The Chicago Lighthouse; Chicago Hearing Society; St. Patrick Veteran Center; Sauk Valley Area Chamber of Commerce; Quad Cities Veteran’s Network; Chicago Cook Workforce Partnership; Catholic Charities; HIRE Chicago; Schaumburg Business Association; Misericordia; Coalition of African American Workers; Children’s Home and Aid.</p> |
| Environmental Protection Agency | <p>Illinois Association of Hispanic State Employees (IAHSE)</p> |

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| Agency | Organizations |
|-------------------------------------|--|
| Financial & Professional Regulation | IAHSE |
| Gaming Board | African American Employment Plan Advisory Council; Lake County of Illinois Work Force Center; Will County Work Force Center of Illinois; Members of the Asian American Employment Plan Advisory Council; Bradley University; Illinois Department of Employment Security; National Urban League; College of DuPage/APEX Illinois; Chicagoland Alliance for Disabled Owned Businesses; Illinois Department of Veteran's Affairs; Chicago American Indian Community Collaborative (CAICC); Community Outreach Coordinator, Illinois Senate Staff; CMS DEI Department; ILETSB Mobile Training Units, Executive Institute; Illinois Law Enforcement Alarm System; Alcorn State University; Central State University; Howard University; Tuskegee University |
| Healthcare and Family Services | Hispanic Women of Springfield; Summit of Hope Events Statewide; Filipino Event; Beardstown High School and Community Hispanic Events; IL Asian American State Employment Events; 2nd Latino of Small Hispanic Entrepreneurs; IAHSE 35th Annual Conference. |
| Human Rights | African American Employment Plan Advisory Council; Hispanic American Employment Plan Advisory Council; Asian American Employment Plan Advisory Council; Native American Employment Plan Advisory Council |
| Human Rights Commission | The South Asian Bar Association; The Black Women Lawyers Association; The Cook County Bar Association; The Muslim Bar Association; The Decalogue Society; The Hispanic Lawyers Association of Illinois; The Asian American Bar Association; The LAGBAC (Chicago's LGBTQ+ Bar Association); Florida A&M University College of Law; Howard University School of Law; North Carolina Central University School of Law; Southern University Law Center; Thurgood Marshall School of Law at Texas Southern University; The University of the District of Columbia David A. Clarke School of Law; Hispanic Lawyers of Illinois; MALDEF; Equip for Equality; Equality Illinois; ADL Midwest; The Chicago Committee; Illinois State Bar Association |



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| Agency | Organizations |
|--|--|
| Human Services | <p>Quad County Urban League; Chicago Urban League; WCC Latinos Unidos; Coalición; Latinos Unidos de Lake County; Association of Latino Professionals (ALPFA); Illinois Latino Voice; Instituto del Progreso Latino; Illinois WorkNet Partner; Black Affairs Council SIU Carbondale; EIU Black Student Union; Greater Decatur Black Chamber of Commerce; National Black MBA Associations; National Association of Black Journalists (NABJ); Black Veterans Empowerment Council; Asian Americans Advancing Justice - Chicago; Metropolitan Asian Family Services; National Association of Asian American Professionals; Asian Student Achievement (ASA); Asian American Coalition of Chicago; American Indian Urban Institute; American Indian Urban Institute; Native American Chamber of Commerce of Illinois.</p> |
| Illinois Housing Development Authority | The Catalyst Career Group |
| Innovation & Technology | <p>Per Scholas Chicago (Free bootcamps focused on DEI); Goodwill Workforce Connection in Lombard / Chicago; Illinois Association of Public Procurement Officials; Illinois GIS Association; Illinois State Bar Association; Illinois Association of Hispanic State Employees; Job posts in Slack groups (Out in Tech, LGBTQ in Tech, Women in Tech, Neurodiversity in Tech, Chicago Tech Diversity Initiative); CMS D&I Community Partner Summit in Honor of Black History Month; Harvard Park Elementary presentation K-5; Western Oregon University virtual job fair; State Sen Villanueva Job Fair; Veterans Events (Yellow Ribbon Career Fair held at Wyndham Springfield and Veteran’s and IDES Virtual Career Fair); Illinois State Museum Juneteenth career fair; St. Patrick’s School and NAACP Career Fair; Springfield Urban League and Doris Turner career fair; Chicago Urban League networking event with CMS; SPEAK OUT career fair (LGBTQ+ event); Asian American Employee Plan Council Career Fair x 2; Illinois Association of Hispanic State Employees; Illinois Department of Human Service – Department of Rehabilitation Services Virtual Career Fair; SERCO, American Workforce Center, Mantracon, and WorkNet; STEAM Expo; Capital Area Career Center; Pleasant Plains Job Exploration; 12 IDES sponsored events around the state of Illinois including two “Rapid Response” events; post 90% of our positions on social media (LinkedIn and Facebook; attended several Senator and House of Representative career fairs in their respective districts.</p> |
| Insurance | Illinois Association of Hispanic State Employees (IAHSE) |

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| Agency | Organizations |
|---------------------------|---|
| Labor Relations Board | Illinois Department of Central Management Services: Hispanic Employment Plan Advisory Council; African American Employment Plan Advisory Council; Asian American Employment Plan Advisory Council; Native American Employment Plan Advisory Council |
| Lottery | African American Employment Plan Advisory Council; Hispanic American Employment Plan Advisory Council; Asian American |
| Natural Resources | Chicago White Sox; Springfield Urban League; Chicago Park District; Chicago Grows Food; Chicago Children's Museum; Chicago Field Museum; Keller Science Action Center; Sierra Club Illinois Chapter; Healthy Chicago Equity Zones; Green Latinos; Chicago Hegewisch Lions Club; Pilsen Mental Wellness; Illinois Conservation Foundation; Phalanx Family Services; Rincon Family Services; Cook County Forest Preserves; The Nature Conservancy; YMCA Springfield; Metropolitan Water Reclamation District; The Great Lakes Pigeon Rescue; The National Park Service; Hegewisch Veterans Memorial; NFL Alumni Association, Chicago Chapter; Morton Arboretum; The Riverside Fishing Club |
| Property Tax Appeal Board | Various Bar Associations including the African American Bar Association, the Hispanic Bar Association |
| Racing Board | Association of Racing Commissioners International. |
| Revenue | Chicago Urban League; Springfield Boys & Girls Club; Chicago Urban League; Springfield Boys & Girls Club; Lanphier High School; Latino Policy Forum; Illinois Asian American State Employees Association; Hispanic Pro; VA Work Study Program; Roll Call Chicagoland, Illinois; Asian American State Employee Association; Native Indian American Chicago Public School Association; Inner Voice Chicago; Chicago Veterans; Asian American Chamber of Commerce of Illinois; Asian American Resource and Cultural Center; University of Illinois Champaign; Asian American Cultural Center; Asianamericancenter@niu.edu; Chinese American Service League; Asian Human Services; Asian American Resource and Cultural Center (AARCC), Wounded Warrior Project; City Year Chicago Org; California Indian Manpower Consortium Inc.; Blue Shamrock Services; Pyramid Partnership Inc; Metropolitan Family Services; Internships 4 Diversity; Jack and Jill of America Inc; Poder Works Organization; Erie Neighborhood House Organization; Cook County Veterans Commission; Veterans Pathway to Home; Veterans Affairs, Jesse Brown VA Community Resource Referral Center; U.S. Department of Labor VETS Program; Central States SER Little Village Veterans Regional Office Vocational Rehabilitation Program |

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| Agency | Organizations |
|---------------------------|---|
| State Board of Investment | New America Alliance; Women Investment Professionals; National Association of State Treasurers; National Association of Securities Professionals; National Association of Public Pension Attorneys; John Rodgers Internship Program at the University of Chicago |
| State Police | National Association for the Advancement of Colored People (NAACP); Hispanic Illinois State Law Enforcement Association (HISLEA); Polish American Police Association (PAPA); Association of Black Law Enforcement Officers (ABLE); Asian American Law Enforcement Association (AALEA); Italian American Police Association (IAPA); Department of Defense (DoD) - SkillBridge; Legislator/Alderman Meetings in Chicagoland area. |
| State Retirement Systems | Illinois Association of Hispanic State Employees (IAHSE); Illinois Asian American State Employees Association |
| Transportation | Divine 9 Sororities and Fraternities; Illinois NAACP; Black Chamber of Commerce; 160 Driving Academy; Chicago Transit Authority; Kankakee Workforce Services; Association House of Chicago; Latino policy forum; Illinois Hispanic Chamber of Commerce; US Probation Office; Illinois Veteran Affairs; Illinois National Guard; Scott Airforce Base; Rock Island Arsenal; US Department of Veteran Affairs; Chicago Lighthouse; Cook County Veterans Assistance Commission; Handshake |

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Agencies that responded to have not liaised with organizations as part of their diversity and inclusion efforts are identified in the table below.

| Agency |
|--|
| Arts Council |
| Civil Service Commission |
| Council on Developmental Disabilities |
| Criminal Justice Information Authority |
| Guardianship and Advocacy Commission |
| Independent Tax Tribunal |
| Juvenile Justice |
| Labor |
| Liquor Control Commission |
| Military Affairs |
| Pollution Control Board |
| Power Agency |
| Procurement Policy Board |
| Public Health |
| State Fire Marshal |
| State Police Merit Board |
| Veteran Affairs |
| Workers' Compensation Commission |

Internships and Post-Secondary Education Recruitment

Recognizing that internships are an important and effective tool for raising awareness of State service as a career, agencies were asked to report on the demographic composition of their FY24 interns.

One hundred and sixty-five of the 384 interns reported by the 49 participating agencies identified as African American. Of those agencies, 14 reported engaging in recruitment activities with federally designated, Historically Black Colleges and Universities (HBCU’s) across the nation.

To enhance efforts toward strengthening a diverse State workforce pipeline, CMS D&I developed an enterprise-wide equity-based internship program in FY22. The internship’s platform leveraged established relationships with community partners and connected State agencies to selected interns from those communities.

This section of the report presents responses from surveyed agencies about their internship programs and the CMS D&I Community Partner Internship program.

CMS D&I Community Partner Internship Program

In the summer of FY24, the CMS D&I Community Partner Internship Program continued to invite all State Agencies to develop a project description and host a CMS D&I Community Partner Intern. Each participating state agency developed a project description, led onboarding, and managed compensations that matched those of Governor’s Office internship peers. CMS D&I led weekly identity-centered professional development sessions and organized an end of internship presentation for all students involved.

The FY24 summer cohort was the largest to date with 18 agencies proposing 25 projects for interns. Ultimately, 22 CMS D&I Community Partner interns were placed in State agencies—13 in Springfield and nine in Chicago. All interns successfully completed their summer programs. Three interns were offered and accepted extensions to continue to work with the State.

Below are the State agencies that opted to participate in the Summer 2024 cohort.

| Agency | Total Number of D&I Internship Positions Offered |
|---|---|
| Abraham Lincoln Presidential Library and Museum | 1 |
| Aging | 1 |
| Agriculture | 1 |
| Capital Development Board | 1 |
| Central Management Services | 6 |
| Commerce & Economic Opportunity | 1 |

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| Agency | Total Number of D&I Internship Positions Offered |
|---|--|
| Corrections | 1 |
| Criminal Justice Information Authority | 1 |
| Educational Labor Relations Board | 1 |
| Emergency Management Agency and Office of Homeland Security | 2 |
| Finance & Professional Regulation | 1 |
| Gaming Board | 1 |
| Human Services | 1 |
| Public Health | 1 |
| State Board of Education | 1 |
| State Fire Marshall | 1 |
| Transportation | 2 |
| Veterans Affairs | 1 |

The following table provides information on the 2024 CMS Diversity & Inclusion Community Partner Internship Program interns including the students' self-identification, agency of employment, college or university enrollment, and the community partner involved in their selection.

| Self-Identification | Agency | Intern Enrollment | Community Partner |
|---------------------|---|-----------------------------|---|
| African American | Capital Development Board | Chicago State University | Chicago State University Career Development |
| African American | Department of Agriculture | Eastern Illinois University | Eastern Illinois University Career Services |
| African American | Central Management Services – Compliance and Accountability | Eastern Illinois University | Eastern Illinois University Career Services |

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| Self-Identification | Agency | Intern Enrollment | Community Partner |
|---------------------|--|--|--|
| African American | Central Management Services – Surplus and Accountability | Southern Illinois University at Edwardsville | Southern Illinois University at Edwardsville Retention and Student Success |
| African American | Department of Corrections – Division of Diversity, Equity, and Inclusion / Policy and Directives | Eastern Illinois University | Eastern Illinois University Career Services |
| African American | Department of Finance and Professional Regulation – Division of Professional Regulation | Eastern Illinois University | Eastern Illinois University Career Services |
| African American | Human Services – Early Childhood, Family & Community | University of Illinois Urbana-Champaign | University of Illinois at Urbana-Champaign's La Casa Cultural Latina |
| African American | Veterans Affairs | Eastern Illinois University | Eastern Illinois University Career Services |
| African American | Illinois Educational Labor Relations Board | Bowling Green State University | Black United Fund of Illinois, Inc. |
| African American | Illinois Emergency Management Agency and Office of Homeland Security – Office of Nuclear Safety | Eastern Illinois University | Eastern Illinois University Career Services |
| African American | State Fire Marshal | Georgia State University | Monster Education Foundation |
| Hispanic | Transportation – Office of Finance & Administration | Illinois State University | Hispanic Women of Springfield |
| Hispanic | Illinois Emergency Management Agency and Office of Homeland Security | University of Dayton | Hispanic Women of Springfield |
| Hispanic | Illinois Gaming Board – DEIA / Communications | Harold Washington College | City Colleges of Chicago |
| Hispanic | Illinois State Board of Education – Operations Center | University of Illinois Urbana-Champaign | University of Illinois at Urbana-Champaign's La Casa Cultural Latina |



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| Self-Identification | Agency | Intern Enrollment | Community Partner |
|---------------------|--|---|--|
| Hispanic | Central Management Services – Diversity & Inclusion | University of Illinois Urbana-Champaign | University of Illinois at Urbana-Champaign's La Casa Cultural Latina |
| Asian American | Illinois Criminal Justice Information Authority | University of Illinois Urbana-Champaign | Asian American Chamber of Commerce of Illinois |
| Asian American | Commerce & Economic Opportunity | Vanderbilt University | Korean American Association of Chicago |
| Asian American | Transportation – Office of Business & Workforce Diversity | Indiana University | Monster Education Foundation |
| Asian American | Abraham Lincoln Presidential Library & Museum – Human Resources, DEI | University of Illinois Chicago | National Association of Asian American Professionals |
| Asian American | Central Management Services – Human Resources | University of Illinois Chicago | National Association of Asian American Professionals |
| White | Central Management Services – Bureau of Labor Relations | Eastern Illinois University | Eastern Illinois University Career Services |

The full listing of CMS Diversity & Inclusion Community Partners that were invited to participate in the 2024 cohort is provided below.

| Community Partners |
|--|
| African American Employment Plan Advisory Council |
| Alliance of Filipinos for Immigrant Rights and Empowerment |
| Alpha Phi Alpha Fraternity |
| Asian American Chamber of Commerce of Illinois |
| Asian American Coalition of Chicago |
| Asian American Employment Plan Advisory Council |
| Beardstown Neighborhood Council |
| Black Leadership Council |
| Black United Fund of Illinois, Inc. |
| Brightpoint |

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| Community Partners |
|---|
| California Indian Manpower Consortium, Inc. |
| Cambodian Association of Illinois |
| Career/Job Fair for Black America |
| Centro for Hispanic & Immigrant Community Opportunities |
| Chi Lambda Lambda Chapter Omega Psi Phi Fraternity |
| Chicago American Indian Community Collaborative |
| Chicago Japanese American Council |
| Chicago State University – Career Development |
| Chicago State University - Center for Latino Success |
| Chicago Urban League |
| Chicago Westside NAACP |
| Chinese Mutual Aid Association |
| City Colleges of Chicago - Enterprise |
| Coalition for a Better Chinese American Community |
| Eastern Illinois University – Career Services |
| Federation of Indian Associations |
| Greater Kankakee Black Chamber of Commerce |
| HANA Center |
| Hanul Family Alliance |
| Harper College – Asian Student Association |
| Hispanic Alliance for Career Enhancement |
| Hispanic Employment Plan Advisory Council |
| Hispanic Women of Springfield |
| Illinois Latino Council on Higher Education |
| Illinois Legislative Caucus Foundation |
| Kankakee County NAACP |
| KAN-WIN |
| Korean American Association of Chicago |
| Korean Cultural Center of Chicago |
| Mexican Consulate in Chicago |
| Monster Education Foundation |
| Multicultural Education Group |
| National Association of Asian American Professionals |
| National Latino Education Institute |
| Native American Employment Plan Advisory Council |
| Northeastern Illinois University – El Centro |
| Northwestern University |

| Community Partners |
|--|
| Oakton College - COMPASS |
| Philippine American Cultural Foundation |
| Pilsen Neighbors Community Council |
| Puerto Rican Bar Association |
| Richland Community College Career Center |
| Salvation Army Kroc Corps Community Center |
| Small Business Advocacy Council |
| Southern Illinois University at Edwardsville |
| Southern Illinois University Edwardsville – Student Opportunities for Academic Results |
| Springfield's Black Chamber of Commerce, CAP 1908 |
| St. Kateri Center of Chicago |
| Thai Illinois Chamber of Commerce |
| United Chinese Americans |
| United States Hispanic Leadership Alliance |
| University of Chicago Illinois – Asian American Resource and Cultural Center |
| University of Chicago Illinois – Asian American Student Academic Program |
| University of Illinois Urbana-Champaign – La Casa Cultural Latina |
| Urban League Madison County |

Post-Secondary Education Recruitment

The following table details outreach efforts of the 49 participating agencies toward Minority-Serving Institutions (MSIs). Headers includes acronyms for the federal designations: Historically Black Colleges and Universities (HBCU); Hispanic Serving Institutions (HSI); Asian American and Native American Pacific Islander Serving Institutions (AANAPISI); Native American-Serving Nontribal Institutions (NASNTI).

| Agency | HBCU | HSI | AANAPISI | NASNTI | None |
|-----------------------------|------|-----|----------|--------|------|
| Aging | | | | | X |
| Agriculture | | | | | X |
| Arts Council | | | | | X |
| Central Management Services | X | X | X | X | |
| Children & Family Services | X | X | X | X | |
| Civil Service Commission | | | | | X |

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| Agency | HBCU | HSI | AANAPISI | NASNTI | None |
|--|------|-----|----------|--------|------|
| Commerce & Economic Opportunity | | | | | X |
| Commerce Commission | | | | | X |
| Commission on Equity and Inclusion | | | | | X |
| Corrections | X | X | X | X | |
| Council on Developmental Disabilities | | | | | X |
| Criminal Justice Information Authority | | | | | X |
| Deaf and Hard of Hearing Commission | | | | | X |
| Employment Security | X | X | X | X | |
| Environmental Protection Agency | | | | | X |
| Financial & Professional Regulation | | | | | X |
| Gaming Board | X | | X | | |
| Guardianship and Advocacy Commission | | | | | X |
| Healthcare and Family Service | | X | X | | |
| Housing Development Authority | X | X | | | |
| Human Rights | | | | | X |
| Human Rights Commission | X | | | | |
| Human Services | X | X | X | X | |
| Independent Tax Tribunal | | | | | X |
| Innovation & Technology | X | X | X | | |
| Insurance | | | | | X |
| Juvenile Justice | | | | | X |
| Labor | | | | | X |
| Labor Relations Board | | | | | X |
| Liquor Control Commission | | | | | X |
| Lottery | | | | | X |



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| Agency | HBCU | HSI | AANAPISI | NASNTI | None |
|----------------------------------|------|-----|----------|--------|------|
| Military Affairs | | | | | X |
| Natural Resources | X | X | | | |
| Pollution Control Board | | | | | X |
| Power Agency | X | | | | |
| Procurement Policy Board | | | | | X |
| Property Tax Appeal Board | | | | | X |
| Public Health | | | | | X |
| Racing Board | | | | | X |
| Revenue | | | | | X |
| State Board of Elections | | | | | X |
| State Board of Investment | X | X | X | | |
| State Fire Marshal | | | | | X |
| State Police | X | X | X | X | |
| State Police Merit Board | | | | | X |
| State Retirement Systems | | | | | X |
| Transportation | X | X | X | | |
| Veteran Affairs | | | | | X |
| Workers' Compensation Commission | | | | | X |

Additionally, the table below expands on the outreach efforts of those same 49 participating agencies at community colleges and public state universities throughout Illinois.

| Agency | Illinois Community Colleges | Public State University | None |
|-----------------------------|-----------------------------|-------------------------|------|
| Aging | | X | |
| Agriculture | X | X | |
| Arts Council | | | X |
| Central Management Services | X | X | |
| Children & Family Services | X | X | |
| Civil Service Commission | | | X |



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| Agency | Illinois Community Colleges | Public State University | None |
|--|-----------------------------|-------------------------|------|
| Commerce & Economic Opportunity | X | X | |
| Commerce Commission | | X | |
| Commission on Equity and Inclusion | | | X |
| Corrections | X | X | |
| Council on Developmental Disabilities | | | X |
| Criminal Justice Information Authority | | X | |
| Deaf and Hard of Hearing Commission | X | | |
| Employment Security | X | X | |
| Environmental Protection Agency | | X | |
| Financial & Professional Regulation | X | X | |
| Gaming Board | X | X | |
| Guardianship and Advocacy Commission | | X | |
| Healthcare and Family Services | X | X | |
| Housing Development Authority | X | X | |
| Human Rights | | X | |
| Human Rights Commission | X | X | |
| Human Services | X | X | |
| Independent Tax Tribunal | | | X |
| Innovation & Technology | X | X | |
| Insurance | | X | |
| Juvenile Justice | X | X | |
| Labor | | | X |
| Labor Relations Board | | | X |
| Liquor Control Commission | X | | |



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| Agency | Illinois Community Colleges | Public State University | None |
|----------------------------------|-----------------------------|-------------------------|------|
| Lottery | | | X |
| Military Affairs | | | X |
| Natural Resources | X | X | |
| Pollution Control Board | | | X |
| Power Agency | | X | |
| Procurement Policy Board | | | X |
| Property Tax Appeal Board | | | X |
| Public Health | | | X |
| Racing Board | | X | |
| Revenue | X | X | |
| State Board of Elections | | X | |
| State Board of Investment | X | X | |
| State Fire Marshal | X | X | |
| State Police | X | X | |
| State Police Merit Board | | | X |
| State Retirement Systems | | | X |
| Transportation | X | X | |
| Veteran Affairs | X | X | |
| Workers' Compensation Commission | | | X |



Diversity in Interviews

Effective January 1, 2022, PA 102-225 requires that each State agency establish the goal of increasing diversity on interview panels. The objective is to increase State employment opportunities provided to women, minority persons, and persons referenced in the goals of the African American Employment Plan

In May of 2022, the Governor of Illinois required all State employees, boards, commissions, and councils to complete newly developed, Diversity, Equity, and Inclusion (DEI) trainings. This training is designed to address implicit and explicit biases in the hiring process and to ensure steps and considerations are taken to address those potential biases. As a result, all employees who participate in the hiring review, processing, and interviews of prospective applicants, are trained on how to avoid bias.

In collaboration with the Governor's Office of Equity and CMS Diversity & Inclusion teams, the CMS Project Management team developed an internal tool to automatize the data required to report identity of interview panels. This dashboard for automated data was created in FY22 and is pending complete transition of the Statewide Personnel Human Capital Management records system in order to extract and report accurate data.



African American Employment Plan: Goals for FY25

In years past, this portion of the report included goals that were authored by CMS. Goals included initiatives led by CMS Diversity & Inclusion to support all agency participation to engage in identity-centered opportunities that supported recruitment needs. In response to requests from diverse members of Employment Plan Advisory Councils, CMS has stepped back from proposing self-managed, enterprise-wide initiatives as goals. Instead, the Employment Plan Advisory Council Members, requested agencies produce their own quantitative goals for FY25 to be included in this report. Agencies were invited to inaugural CMS information sessions in the fall where guidance for survey completion was provided with opportunity for questions.

Agencies were asked to consider what a satisfactory outcome would be if all their outreach and recruitment efforts were fruitful. To achieve these goals, agencies must develop a targeted recruitment strategy whereby federal and state hiring laws are followed while simultaneously, increasing the equitable representation of African Americans in the State workforce.

In FY25, CMS D&I will continue to provide State agencies with the following opportunities to build a robust pipeline of African American prospective applicants that supports their targeted recruitment strategies and new goals:

1. **Proactive Outreach:** Engaging directly with diverse communities across Illinois, especially in regions with significant African American populations, to attract a more representative applicant pool.
2. **Partnerships with Community Organizations:** Collaborating with organizations rooted in African American communities to spread awareness of job opportunities and provide career information.
3. **Educational Institution Partnerships:** Engaging with diverse colleges and universities which will offer access to internships and State employment resources to new graduates and professionals seeking public sector careers.
4. **Events and Networking Opportunities:** CMS will assist by connecting agencies with events, facilitating partnerships, providing career-related presentations, and participating in panel discussions. These efforts will further enhance visibility and appeal of state government roles for African Americans.



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The table below provides the inaugural responses provided by State agencies as they attempt to gauge outcomes from successful recruitment efforts targeting African American candidates:

FY25 African American Employment Plan Goals

| Agency | Total African American Recruitment Goal | African American SPSA Recruitment Goal | African American PSA Recruitment Goal |
|--|---|--|---------------------------------------|
| Aging | 2 | 2 | 0 |
| Agriculture | 8 | 0 | 0 |
| Arts Council | 1 | 0 | 0 |
| Central Management Services | 18 | 3 | 4 |
| Children & Family Services | 3 | 0 | 1 |
| Civil Service Commission | 0 | 0 | 0 |
| Commerce & Economic Opportunity | 10 | 5 | 5 |
| Commerce Commission | 2 | 0 | 0 |
| Commission on Equity and Inclusion | 3 | 1 | 1 |
| Corrections | 43 | 2 | 0 |
| Council on Developmental Disabilities | 0 | 0 | 0 |
| Criminal Justice Information Authority | 2 | 1 | 2 |
| Deaf and Hard of Hearing Commission | 1 | 0 | 1 |
| Employment Security | 90 | 10 | 10 |
| Environmental Protection Agency | 1 | 0 | 0 |
| Financial & Professional Regulation | 10 | 4 | 4 |
| Gaming Board | 1 | 0 | 1 |
| Guardianship and Advocacy Commission | 2 | 0 | 1 |
| Healthcare and Family Services | 40 | 2 | 2 |
| Housing Development Authority | 0 | 0 | 0 |
| Human Rights | 0 | 0 | 0 |
| Human Rights Commission | 1 | 0 | 0 |
| Human Services | 500 | 5 | 5 |
| Independent Tax Tribunal | 0 | 0 | 0 |
| Innovation & Technology | 0 | 0 | 0 |
| Insurance | 2 | 0 | 1 |
| Juvenile Justice | Not reported | Not reported | Not reported |

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| Agency | Total African American Recruitment Goal | African American SPSA Recruitment Goal | African American PSA Recruitment Goal |
|----------------------------------|---|--|---------------------------------------|
| Labor | 0 | 0 | 0 |
| Labor Relations Board | 2 | 0 | 1 |
| Liquor Control Commission | 6 | 1 | 0 |
| Lottery | 1 | 0 | 0 |
| Military Affairs | 0 | 0 | 0 |
| Natural Resources | 31 | 1 | 1 |
| Pollution Control Board | 0 | 0 | 0 |
| Power Agency | 0 | 0 | 0 |
| Procurement Policy Board | 0 | 0 | 0 |
| Property Tax Appeal Board | 0 | 0 | 0 |
| Public Health | 4 | 0 | 0 |
| Racing Board | 1 | 0 | 0 |
| Revenue | 3 | 1 | 3 |
| State Board of Elections | 0 | 0 | 0 |
| State Board of Investment | 0 | 0 | 0 |
| State Fire Marshal | 0 | 0 | 0 |
| State Police | 0 | 0 | 0 |
| State Police Merit Board | 0 | 0 | 0 |
| State Retirement Systems | 1 | 0 | 0 |
| Transportation | Not reported | Not reported | Not reported |
| Veteran Affairs | 10 | 0 | 0 |
| Workers' Compensation Commission | 0 | 0 | 0 |



African American Employment Plan Advisory Council

CMS is required per the Civil Administrative Code, to partner and work with Governor-appointed subject matter experts, who make up the African American Employment Plan Advisory Council, 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.

The following community and industry leaders were part of the African American Employment Plan Advisory Council in FY24.



Gloria Batey (Chair) 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 (Vice Chair) is a seasoned Business Consultant and Legislative Advocate. With a passion for empowering underserved communities and fostering business growth, William leverages his expertise to assist small businesses in navigating the complexities of the Illinois business landscape. As the CEO of Greene Acres Consulting Group, William is dedicated to creating a more equitable business environment. The firm focuses on measurable equity inclusion for communities historically marginalized by the War on Drugs, providing essential support and resources to emerging entrepreneurs and small businesses.

With a strong foundation in project management and business development, William has honed his skills in dynamic and rapidly evolving industries. He holds a Bachelor of Science in Business Management from Roosevelt University and has pursued advanced studies in Educational Policy

at the University of Illinois. Additionally, he is a Certified Scrum Master and a Project Management Professional. William's commitment to excellence is evident in his authorship of "Reasonable Doubts: A Business Mind". This book offers valuable insights and practical strategies for entrepreneurs and business owners.



Rev. Marrice Coverson 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 several 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.



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.



Sharryon M. Dunbar 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.





Pastor Kevin Anthony Ford accepted his call to the ministry in 2000. 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, St. Paul Community Development Ministries (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 – skilled building trades.



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.

Methodology

Given that the State of Illinois is working to shore up employee-specific data from the second half of FY24, the data reported is a little different than in prior years. Where appropriate for a year-over-year comparison of Personnel Code-covered employees (which captures approximately 90% of the State workforce under the Governor), CMS will provide that parallel information, which is unfortunately accurate only up to December 31, 2024. This dataset is cited as “PEERS” or “CMS Mainframe.” Where the data is limited to accuracy as of December 31, 2024, that is specifically called out.

A second data set leverages agency-reported data. Through the FY24 Employment Plan/Bilingual Needs & Bilingual Pay Survey, CMS provided agencies with significantly more opportunities to provide real-time workforce data. This is intended to help supplement the lag of accurate employee-level data. The agency data also may differ from the PEERS data set in that it includes employees not covered by the Personnel Code and whose personnel information was therefore stored outside of PEERS. While this data set is incomplete due to agency participation being less than complete, it provides insight that is important to serving the goal of this report, assessing efficacy of prior Employment Plan goals and informing goals for the upcoming year. Moving forward, data regarding the entire population of the State workforce will be maintained and reportable.

CMS worked to source agency responses in all possible segments and charts of this report. All of the charts in this report include a source detail and data set descriptors are included in text to note from where information was gathered.

Contact Information

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Appendix

Individual agency outreach materials and all agency survey answer documents can be found online as 2024 Employment Plan Appendix at: <https://cms.illinois.gov/personnel/dep/aaep.html>

