



State of Illinois
Department of Central Management Services



ASIAN 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 Asian American persons employed by State at all levels.

In accordance with 20 ILS 405/405-120et seq, 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 "Asian American" to align with past employment plan practice and the Asian American Employment Plan Council's name. In some cases, this may not represent the lived experience of the employees who indicate, "Asian" (without "American") on the hiring race and ethnicity intake forms.

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 Asian American employees in State government as percentage of all State employees from FY20 to FY21, from 2.8% (1,267) to 2.9% (1,338). Another important trend revealed through data, specifically among Asian American personnel, is the increase in female identifying Asian Americans who accounted for more than half of the new hires in FY21. These are just a few insights that are included in this report as well as a detailed breakdown of Asian American employee representation by agency. Committed to the work that needs to be done, 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 Asian American Employment Plan Advisory Council and other partners facilitated through their networks. These panels discussed best practices and approaches on how to engage the Asian American community to discuss hiring opportunities.

The Asian American Employment Advisory 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

Contents

Executive Summary	Page 5
Illinois' Government Workforce Representation for Asian Americans	Page 6
Asian American New Hire Profile	Page 8
Hires by Agency	
Representation of New Asian American Hires by Agency in FY21	
Representation of Total Asian American Employees in FY21 by Agency	
Agency Survey Responses	
Efforts and Opportunities in Outreach & Recruitment	Page 12
Community Improvement and Human Resources	
Opportunity to Improve or Enhance Recruitment Efforts	
Employee Pipelines and Professional Development	
Hiring Reform Update and Implementation	
Asian American Employment Plan - FY22 Action Items	Page 15
Asian American Employment Plan Advisory Council	Page 16
Governing Authority	Page 19
Data Sourcing, Methodology and Appendix	Page 20
Agencies Survey Completion	
Representation of New Asian Americans by Agency in FY21	
Representation of Total Asian Americans Senior Hires in FY21 by Agency	
Representation of Total Asian American Employees in FY21 by Agency	
Methodology	
Contact Information	

Executive Summary

This report serves as the annual plan to ensure diversity and equity for Asian American persons employed or seeking employment in State government. In accordance with 20 ILC 405/405-120, CMS submits the following report to the Illinois General Assembly on or before February 1, 2022.

The FY21 Asian American Employment Plan Report provides comparable data to mark the progress of efforts to fully develop a diverse 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 of 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 in the overall number of employees and the number of new hires who identify as Asian American. Overall numbers of the State workforce that identifies as Asian American increased from 2.8% (1,267) in FY20, to 2.9% (1,338) in FY21. In addition, there has been an increase in the number of Asian Americans that are in managerial or supervisory roles as Senior Public Service Administrators or Public Service Administrators with 85 Asian Americans in these roles in FY20 to 94 in FY21.

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 Asian American Employment Plan Advisory Council to advance those goals through setting action-oriented objectives.

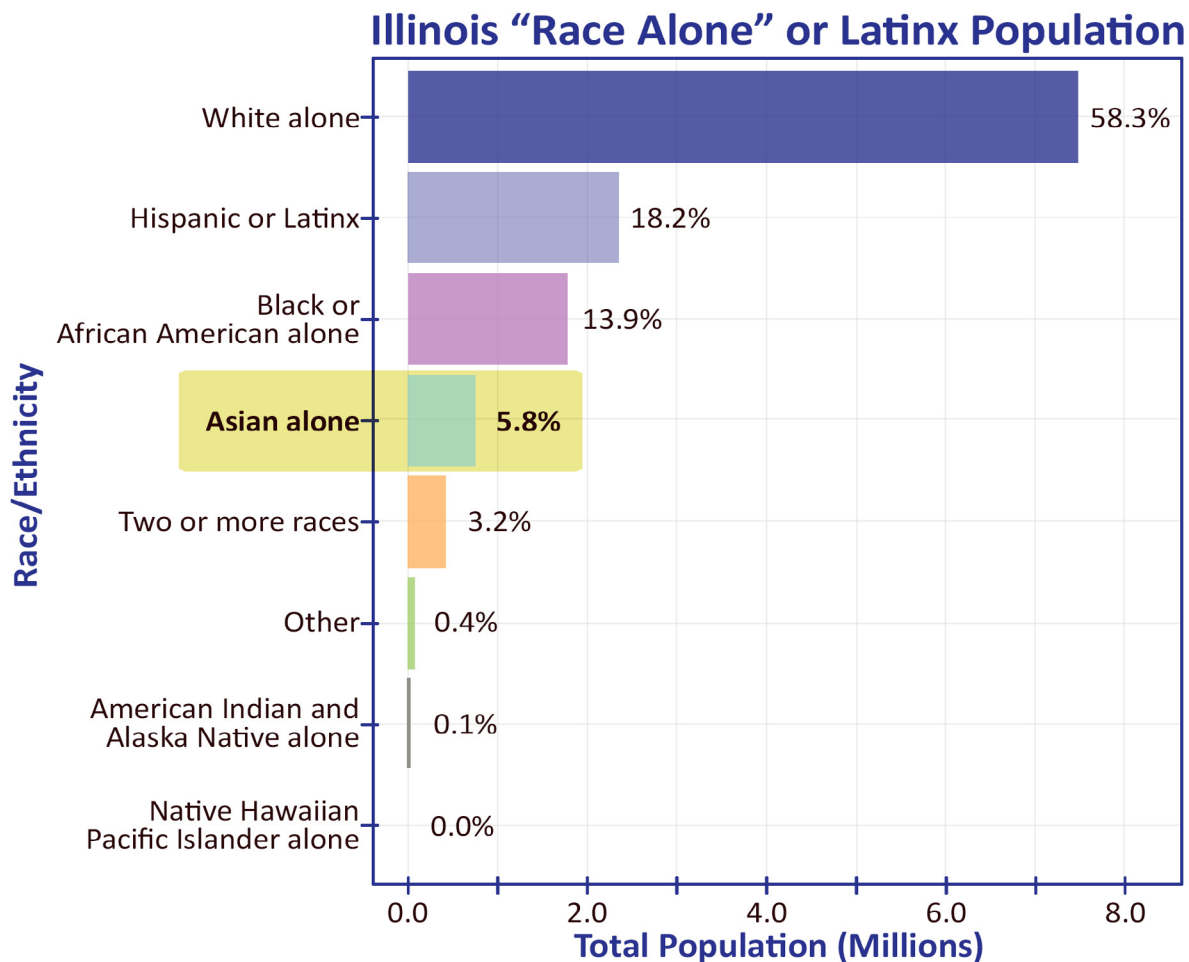
The FY21 Asian American Employment Plan Report provides an understanding of the progress that has been achieved as well as provides a path forward to improving all aspects of diversity, equity, and access in State government employment. This report provides the blueprint for the work ahead in FY22.

CMS Bureau of Personnel and Diversity, Equity & Inclusion conduct strategic outreach throughout the year to engage Illinois' diverse communities.



Illinois' Government Workforce Representation for Asian 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.



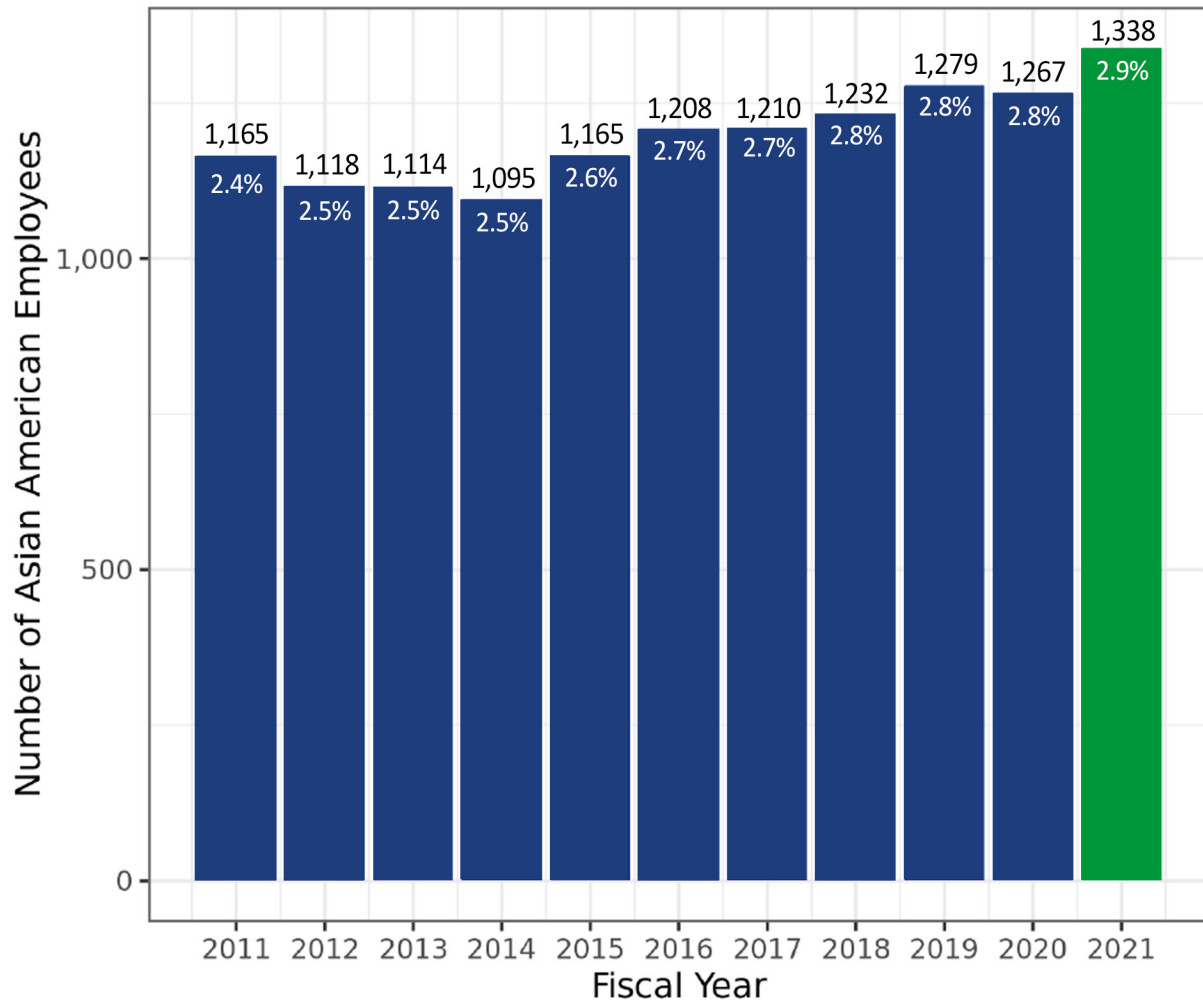
Source: 2020 Census PL 94-171 File

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 *Asian American alone or in combination* population in Illinois is 6.3% or about 808,000 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 Asian American changed from FY20 to FY21, from 2.8% (1,267) to 2.9% (1,338).

Number of Asian American State Employees



Source: CMS Personnel Mainframe

Asian American New Hire Profile

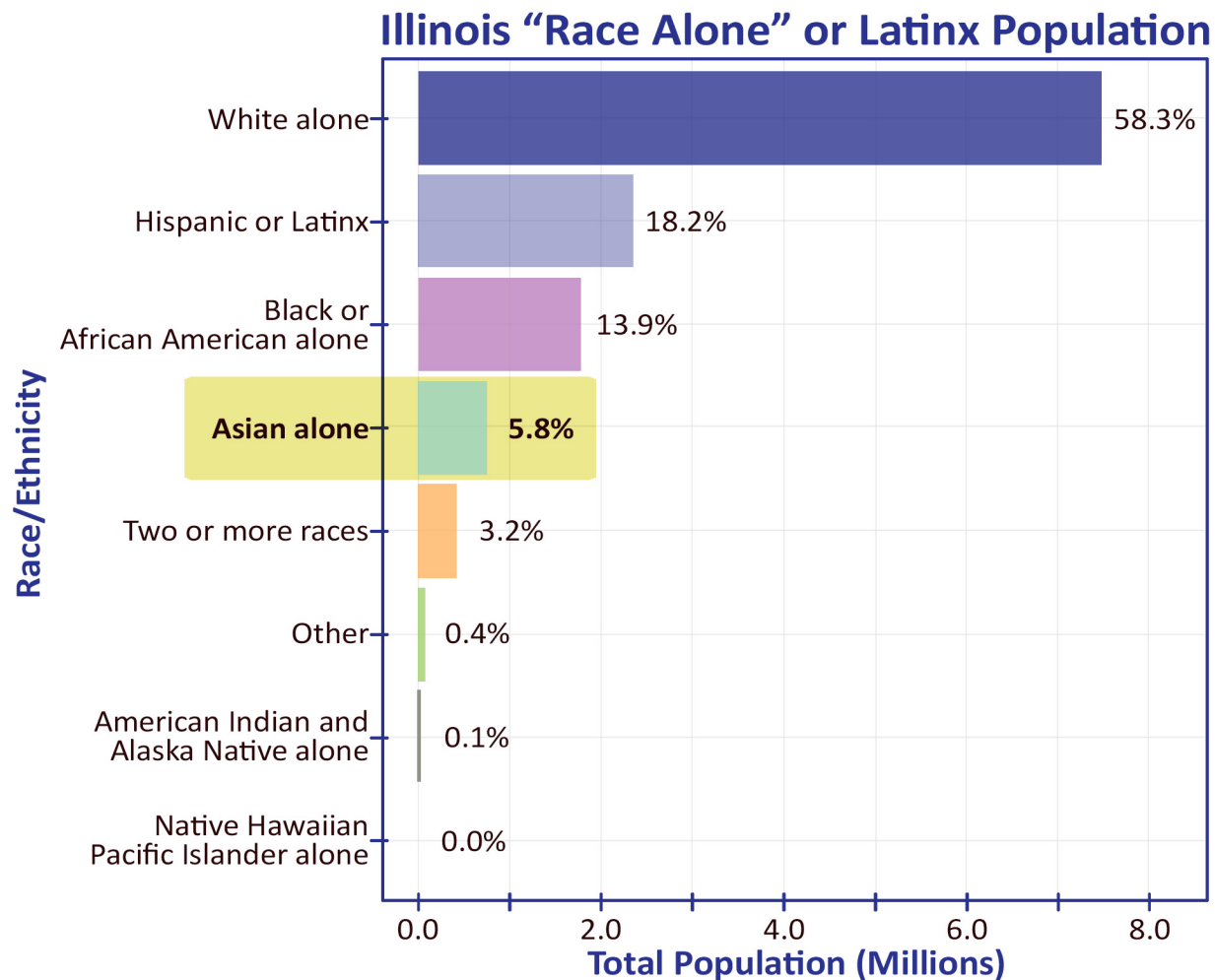
During FY21, 3.0% (115) of onboarded new hires identified as Asian American. 6 or 5.2% of the new onboarded Asian American hires in FY21 were senior (exempt employees, positions appointed by the Governor).

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 FY20, there were a combined 85 Asian Americans in both categories, compared to 94 for the same time frame in FY21.

As for gender comparisons, in FY21 53.9% of new onboarded Asian American employees were female identifying hires, compared to the Statewide rate of 58.0%. Totally, as of the end of FY21 51.5% (689), of Asian American State employees were women, compared to 50.2% of all State employees.

Of the new Asian American hires for FY21, there were 2.6% (3) who were also veterans, compared to the Statewide rate of 8.5% new hires. As of the end of FY21, a total of 4.0% (53) of Asian American State employees were veterans, compared to 16.3% of all State employees.

Number of Asian American New Hires to State Employment



Source: 2020 Census PL 94-171 File

Hires by Agency

The next tables provide a look at how Asian American employees are represented by agencies according to data collected by CMS in FY21 as well as comparison to overall hiring for that agency.

Representation of New Asian American Hires by Agency in FY21

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

Full table is included in the appendix of this report.

Agency	Number of New Asian American Employees	Total Agency New Hires	% of New Hires (Asian American)
Department of Human Services	55	1,381	4.0%
Department of Innovation & Technology	11	68	16.2%
Department of Children & Family Services	9	369	2.4%
Environmental Protection Agency	6	95	6.3%
Department of Corrections	4	772	0.5%
Department of Employment Security	3	126	2.4%
Department of Juvenile Justice	3	43	7.0%
Department of Public Health	3	74	4.1%
Department of Revenue	3	50	6.0%
Department of Transportation	3	227	1.3%
Department of Veterans' Affairs	3	101	3.0%

Representation of Total Asian American Employees in FY21 by Agency

Table is organized in descending order by number of Asian American employees.

Full table is included in the appendix of this report.

Agency	Total Number of Asian American Employees	Total Agency Employees	% of Total Agency Employees (Asian American)
Department of Human Services	635	13,632	4.7%
Department of Public Health	95	1,144	8.3%
Department of Innovation & Technology	94	1,166	8.1%
Department of Corrections	88	12,695	0.7%
Department of Revenue	65	1,300	5.0%
Department of Children & Family Services	59	2,734	2.2%
Healthcare & Family Services	42	1,653	2.5%
Department of Employment Security	41	1,118	3.7%
Environmental Protection Agency	41	633	6.5%
Department of Veterans' Affairs	33	1,193	2.8%




The Illinois Department of Central Management Services (CMS) presents a

State Employment Virtual Job Fair

in celebration of

Asian American Pacific Islander Heritage Month



MAY 25, 2021 • 10 AM - 12 PM

10am – 11am: CMS will explain the application process and give insights into the agency. State Agencies will highlight the titles they are recruiting for and those that are in frequent need.

11am – 12pm: Meet with representatives of each state agency in virtual booths to discuss opportunities and gain agency insights.

PARTICIPATING STATE OF ILLINOIS AGENCIES:

AGING • CENTRAL MANAGEMENT SERVICES • CORRECTIONS • CHILDREN & FAMILY SERVICES
HUMAN SERVICES • INNOVATION & TECHNOLOGY • ENVIRONMENTAL PROTECTION AGENCY
JUVENILE JUSTICE • STATE POLICE • REVENUE • VETERANS AFFAIRS

PROGRAM PARTNERS:








REGISTER HERE:

<https://illinois.webex.com/illinois/j.php?MTID=m36a8251b5e3785287b1b722c42f1dd8b>

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CMS hosted a State Employment Virtual Job Fair in celebration of Asian American Pacific Islander Heritage Month. In this session, representatives from 10 State-wide agencies CMS to discuss opportunities to work with the State of Illinois.



POINTS TO REMEMBER (CONTINUED)

- Appointment for testing will be scheduled by Test Center Staff
- "A" Grade or "SP" for SD List is best grade you can get for the graded B/U eligibility titles
- Eligibility period of a grade lasts 1 Year from date it was issued
- Merit Comp positions require only the online application process
- Create Job Alerts on the work.illinois.gov website to receive updates on vacancies

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, 11 reported having a liaison to the Asian American community. 23 agencies indicated there is no Asian American community liaison. Agencies were asked if that liaison had decision making authority in four areas; 11 agencies reported that the liaison had decision making authority in Asian American recruitment; 2 with hiring/promotion authority; and 2 for interviews.

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

Question	Total Asian American	Total Employees	% Asian American
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2021?	89	3,740	2.4%
How many employees in your agency received tuition reimbursement in FY2021?	27	3,702	0.7%
How many paid interns did your agency hire during fiscal year 2021?	10	127	7.9%
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?	5	24	20.8%

Efforts and Opportunities in Outreach & Recruitment

Community Involvement and Outreach

CMS acknowledges that high-context relationships are a culturally centered approach to building bridges with the Asian American community. As a result, CMS revamped its recruitment strategy and transitioned from a transactional model to an in-depth approach that aims to build long lasting and authentic relationships towards an equitable pipeline that strengthens the Asian American workforce.

CMS continued to foster relationships with Asian American organizations throughout FY21. The first virtual career fair for CMS was led with partners of Asian American organizations who were recommended by the Asian American Employment Plan Council.

CMS recognizes there is a prime opportunity to strengthen relationships with Asian American advocacy and career development organizations across the State. When asked, agencies responded having a total number of 26 Asian American employees responsible for recruitment and outreach efforts; 14 Asian American employees routinely included in selecting job candidates for interviews; 0 agencies have Asian American employees who are policy makers. To address this need, CMS' Bureau of Diversity and Inclusion has developed a three-year outreach plan where it has identified 25 additional Asian American serving organizations throughout the State for which it will invite to partner. This will allow CMS to increase outreach organization partners from 10 in FY20 to 35 in FY22.

Asian American Employment Plan Advisory Council



Illinois Department of
Central Management Services

Insights for Effective State Employment Outreach in the Asian American Community

Asian American Employment Plan Advisory Council Guests



Nimish Jani, Chair



Grace Chan McKibben



Abin Kuriakose

Partnering Organization Guests



Thy Nguyen
Illinois Institute of Technology



Krishna Bansal
Indian Community Outreach



Ren Li
United Chinese Americans - IL

ILLINOIS

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

Recruitment

CMS strives to build a workforce that is inclusive and representative of the vast diversity in the State's population. We are committed to developing an equity-minded approach by fostering relationships to create workforce opportunities through identity-based models for educational outreach to Asian American students. For this, CMS developed an Educational Outreach Plan in FY21 that establishes indepth relationships with students at federally designated Asian American and Native Pacific Islander Serving Institutions (AAANAPI) and with bilingual high school districts within the State of Illinois. CMS has secured partnership with the Illinois Tech (previously, Illinois Institute of Technology) for collaboration in in Y22. The plan includes initiatives that promote psychosocial mirroring of youth, student empowering visits to State offices, internships and relationships with bilingual parent councils. As a result of these newly constructed collaborative bridges, CMS' Bureau of Diversity and Inclusion hosted their first two Asian American internships in the summer of FY21.

As CMS continued to lead a second year of Monthly Recruitment Calls for all agencies, Asian American community partners and leaders were invited to serve as expert panelists. The 2021 new template for these calls directly posed questions that aimed to best understand the values, needs and culturally centered approaches to establishing relationships with the Asian American community. In FY21, CMS worked on the planning and has secured three Asian American State Employment Plan Advisory Council members as well as three partnering organizations/institutions to serve as exert panelist in a recruitment call with all State agencies in FY22.

Asian American Employment Plan Advisory Council
Roll Call

2021 Summer Internships



Janna Jann
Pre-Nursing Student at UIC
CMS D&I Intern through
2021 CBCAC Summer Internship





Zachary (Zach) Wu
Junior, Naperville North HS
CMS D&I Intern through
2021 UCA IL Summer Internship



CMS created an internship program that provides students with a snapshot of the thousands of opportunities that a career path in State government can provide.

Employee Pipeline and Professional Development

In partnership with the new Governor's Equity Office and Department of Human Rights (DHR), CMS began implementing the 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.

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 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.

Asian 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 Asian American Employment Plan Advisory Council prior to each meeting. CMS will also provide a general overview of hiring at the council meeting.

The quarterly report will contain the following:

The quarterly report will contain the following:

- Demographic make-up of the State workforce at the time of the report.
- 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.

Interview Panel Diversity Guidelines – Collaborating with the Governor’s Office of Equity, 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 FY22.

Implicit Bias Training for HR – Collaborating with the Governor’s Equity Office and 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 Asian American employee career development and promote an inclusive workplace that retains diverse talent.

Partnership Development – Continue to work with the Asian American Employment Plan Advisory Council and community organizations to partner in outreach and engagement events, activities and 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.

Internships & High School Family Outreach – Continue to foster newly established internship opportunities for Asian American students and build new relationships with bilingual high school districts for parental engagement in family’s collective career exploration for students.

Asian American Employment Plan Advisory Council

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

- Prevalence and impact of Asian American State employees.
- Barriers faced by Asian 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 Asian American employees in State government.

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



Nimish Jani (Chair) is a Trustee for the Township of Schaumburg, first being elected in 2013 and re-elected in 2017. Mr. Jani is a successful small business owner and 32-year resident of Schaumburg, Ill. Mr. Jani received his degree from Gujrat University in India, where he completed studies in marketing and journalism. Mr. Jani has assisted in recruiting, mentoring, and leading campaigns for candidates for local and state offices. Mr. Jani is a well-respected member of the community and enjoys helping people navigate entrepreneurial business cycles.



Grace Chan McKibben is Executive Director of the Coalition for a Better Chinese American Community. Over the past 25 years, Grace has held senior level positions in many diverse organizations including The University of Chicago, Illinois Department of Employment Security, LaSalle Bank, Chinese American Service League, SOS Children's Villages, Common Cause Illinois, Chicago Gay Men's Chorus, and Indo-American Center. In these roles, she created numerous programs that focus on bringing communities together and amplifying the voices and influence of marginalized communities. She has also maintained a freelance consulting practice in translation and language research and owns a consulting company that provides fundraising and communications services. Grace has served on numerous boards and commissions over the years. Grace has a Master of Business Administration from Keller Graduate School of Management, as well as a Master of Arts and a Bachelor of Arts from The University of Chicago. Gloria earned a Bachelor of Arts in Instructional Design and a Master of Arts in Educating Adults from DePaul University, with honors.



Ket Herena joined the Chinese Mutual Aid Association (CMAA) in 2017 and is the Assistant Manager. She is responsible for overseeing the Elgin office and manages the Home Care Services Program. In 2019 she launched the Golden Age Club, a social club to help keep seniors engaged with the community and with each other to mitigate social isolation. Her favorite thing about CMAA is building relationships with people. Over the last 20 years, Ket has led fundraising events and assisted refugees and immigrants with resettlement needs such as medical care, citizenship, and education. Being an immigrant herself, Ket is very driven to give back to the regional community. Seven years ago, she co-founded the Multicultural Educational Outreach Group (formerly known as Lao Youth Summer Camp) which benefits school-age children by providing summer camp and youth leadership programs. Ket grew up in Elgin. She is a recognized and trusted leader in the Elgin area with strong relationships within the community.



Nasir Jahangir is committed to building an equitable representation of Asian American employment within numerous State of Illinois agencies through the works of the Council. In addition to being a veteran of the United States Air Force, Nasir has been a realtor since 2004 and associate broker with a brokerage in the Western suburbs, mainly focused in residential and some commercial real estate. Council member Nasir Jahangir joined in 2013, however his involvement in civic engagement and community empowerment with the South Asian community throughout DuPage County and the Western/Northwest suburbs dates to the early 2000's. He is also a board member of the Illinois Muslim Civic Coalition, in addition to serving in various capacities in local, township and county organizations over the years.



Kalpesh Joshi owns and operates hotels under the Motel 6 and Tru by Hilton brands and has been a hotelier for 16 years. Joshi has served as Upper Midwest Regional Director for the Asian American Hotel Owners Association (AAHOA) for the last five years, is a member of the AAHOA 2020-2021 Franchise and Industry Relations Committee and has served on the G6 Hospitality (Motel 6/Studio 6) Owners' Advisory Council since 2012. A self-made, first-generation hotelier, Joshi is an active leader in the Indian community of greater Chicago. He is past-president of Care and Share USA Inc., past-vice president of the Federation of Indian Associations - Chicago and served on the board of directors of the Midwest Asian American Center. A key supporter of efforts to increase political action within the Indian American Community, Joshi has liaised with the Chicago mayor and Illinois governor's offices, served on statewide advisory committees and participated in bipartisan fundraising efforts pro-business, pro-Indian American community candidates.



Abin Kuriakose currently serves as Director of ChicagoNEXT, for World Business Chicago, where he manages the technology and innovation portfolio for the City of Chicago's economic development organization. Previously, he served as Deputy Chief of Staff, Policy Director, and Community Affairs & Engagement Director for the Cook County Board of Commissioners (10th District), where he was the managing staffer for the Cook County Board's Workforce, Housing, and Community Development Committee and Pension Committee. Abin previously served as senior advisor for the Chicago City Council Asian American Caucus. He's a 2018 CLA Fellow of the University of Chicago and a Young Leaders Council member of the Millennial Action Project. In 2017, Abin was recognized as one of "35 under 35 Young Leaders Making an Impact" by Chicago Scholars.



Lisa Luangsomkham has been teaching high school social studies for 20 years at Joliet Central High School. She is also an active executive officer of the Multicultural Education Group, a non-profit community organization established in 2013 and based in the Elgin area. Since arriving to the U.S. as a refugee from Laos in 1983, she has always lived in Joliet along with her husband and 5 children.



Dennis Modero is a first-generation immigrant born in the Philippines and moved to the Uptown neighborhood of Chicago in 1971. He received his bachelor's degree in English from the University of Illinois at Urbana, his law degree from Indiana University at Bloomington, and his Master of Law degree in Real Estate from John Marshall Law School. Modero is Executive Director of Chinese Mutual Aid Association (CMAA). After some time practicing commercial real estate law, Dennis later joined the City of Chicago as Chief Counsel for the Department of Buildings, then subsequently held positions as Deputy Buildings Commissioner, Deputy Chief of Staff for the Chicago Transit Authority (CTA), and Senior Vice President & Chief Administrative Officer for the CTA. Modero also sits on a host of other boards and community advisory councils including Illinois State Comptroller Susana Mendoza's Advisory Collective and was a member of Chicago Mayor Lori Lightfoot's transition team, on the Public Safety Council.

Governing Authority

Civil Administrative Code

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

CMS is statutorily designated to develop the Asian American Employment Plan, monitor State agency compliance, and receive agencies' annual reports regarding their efforts to implement the prior year's Asian American Employment Plan. CMS Sends State agencies an annual Asian 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.

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 Asian American Hires by Agency in FY21

Table only includes agencies which hired Asian Americans (21 agencies excluded).

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

Agency	Number of New Asian American Employees	Total Agency New Hires	% of Total New Hires (Asian Americans)
Department of Human Services	55	1,381	4.0%
Department of Innovation & Technology	11	68	16.2%
Department of Children & Family Services	9	369	2.4%
Environmental Protection Agency	6	95	6.3%
Department of Corrections	4	772	0.5%
Department of Employment Security	3	126	2.4%
Department of Juvenile Justice	3	43	7.0%
Department of Public Health	3	74	4.1%
Department of Revenue	3	50	6.0%
Department of Transportation	3	227	1.3%
Department of Veterans' Affairs	3	101	3.0%
Department of Healthcare & Family Services	2	212	0.9%
State Police	2	43	4.7%
Department of Aging	1	12	8.3%
Central Management Services	1	55	1.8%
Department of Commerce & Economic Opportunity	1	41	2.4%
Department of Financial & Professional Regulation	1	39	2.6%
Gaming Board	1	8	12.5%
Guardianship & Advocacy Commission	1	3	33.3%
Department of Human Rights	1	4	25.0%
Department of Insurance	1	14	7.1%

Representation of Total Asian American Senior Hires in FY21 by Agency

Table only includes agencies which hired Asian Americans as senior employees (22 agencies excluded).
Table is organized in descending order by number of Asian American senior hires.

Agency	Number of New Asian American Senior Employees	Total Agency New Senior Hires	% of New Senior Hires (Asian American)
Department of Human Services	2	14	14.3%
Department of Financial & Professional Regulation	1	10	10.0%
Guardianship & Advocacy Commission	1	1	100.0%
Department of Juvenile Justice	1	1	100.0%
Department of Revenue	1	3	33.3%

Representation of Total Asian American Employees in FY21 by Agency

Table only includes agencies which currently have Asian American employees (16 agencies excluded).

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

Agency	Total Number of Asian American Employees	Total Agency Employees	% of Total Agency Employees (Asian Americans)
Department of Human Services	635	13,632	4.7%
Department of Public Health	95	1,144	8.3%
Department of Innovation & Technology	94	1,166	8.1%
Department of Corrections	88	12,695	0.7%
Department of Revenue	65	1,300	5.0%
Department of Children & Family Services	59	2,734	2.2%
Department of Healthcare & Family Services	42	1,653	2.5%
Department of Employment Security	41	1,118	3.7%
Environmental Protection Agency	41	633	6.5%
Department of Veterans Affairs	33	1,193	2.8%
State Police	25	930	2.7%
Department of Financial & Professional Regulation	18	405	4.4%
Department of Natural Resources	12	1,153	1.0%
Department of Transportation	11	2,313	0.5%
Department of Juvenile Justice	10	829	1.2%
Central Management Services	8	697	1.1%
Department of Insurance	8	199	4.0%
Workers' Compensation Commission	6	102	5.9%
State Retirement Systems	5	97	5.2%
Capital Development Board	4	32	12.5%
Emergency Management Agency	4	76	5.3%
Gaming Board	4	153	2.6%
Department of Labor	4	81	4.9%
Department of Aging	3	144	2.1%
Department of Agriculture	3	314	1.0%
Department of Commerce & Economic Opportunity	3	271	1.1%
Criminal Justice Information Authority	3	63	4.8%
Guardianship & Advocacy Commission	3	96	3.1%
Department of Human Rights	3	105	2.9%
Arts Council	2	13	15.4%
Independent Tax Tribunal	1	1	100.0%
State Board of Investment	1	3	33.3%

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

Agency	Total Number of Asian American Employees	Total Agency Employees	% of Total Agency Employees (Asian Americans)
Educational Labor Relations Board	1	11	9.1%
Law Enforcement Training & Standards Board	1	19	5.3%
Lottery	1	145	0.7%
Department of Military Affairs	1	128	0.8%

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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