



FY 2024 Asian American EMPLOYMENT PLAN REPORT



Purpose of This Report & Governing Authority

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

For the purposes of this report, the demographic population is referred to “Asian American” to align with past employment plan practice and the Asian American Employment Advisory Council. In some cases, this may not represent the lived experience of the employees who indicate simply “Asian” (without “American”) on the hiring race and ethnicity intake forms.

This report serves as the plan to ensure diversity, equity and inclusion for Asian 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 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 annually surveys State agencies to gather data relevant to assess progress toward the goal of increasing representation of Asian American employees in the State workforce, monitor compliance with prior Employment Plan goals, and support meeting future Employment Plan goals. This includes metrics of representation in top leadership positions, in interview panel diversity, in diversity of human resources staff, and in 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 fiscal year 2024 (FY24) Asian American Employment Plan Report provides an analysis of 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 efforts to create 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 Asian American Employment Plan Advisory Council.

While this report indicates a positive trend in Asian American hires to the State workforce over the past five years, there remains a persistent disparity in overall representation. The data shows an increase in the number of Asian American State employees by 108 individuals, from 1,419 in FY23 to 1,527 in FY24. That increase is indicative of the overall growth of the State's total workforce over the past 5 years, but also reveals an incremental growth in the percentage of Asian American State employees to 3.2% in FY24 from 2.8% in FY19. Currently, Asian Americans comprise 5.9% of the State's current population—as opposed to 3.2% of its State's workforce. The Asian American Employment Plan Advisory Council continues to strongly advocate for efforts to increase the representation of Asian Americans across the State's workforce, consistent with overall state demographics, with a goal of at least 5.9%.

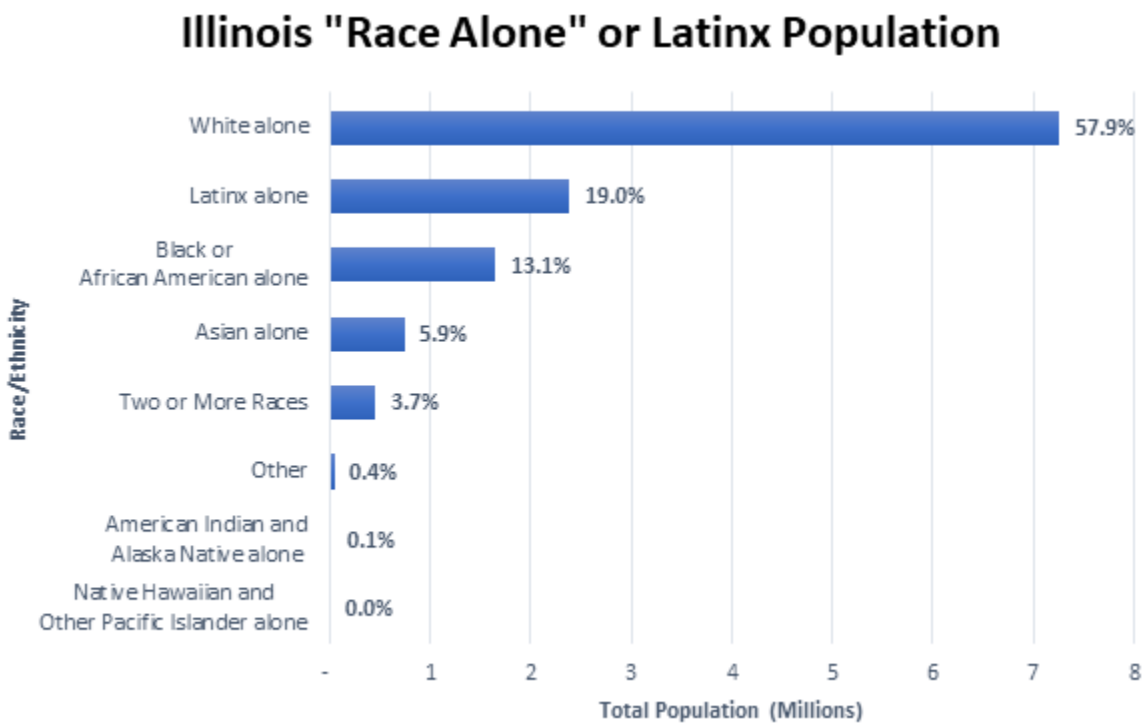
This disparity in representation also highlights other opportunities such as increasing State agency collaboration in identity-based community outreach, the development of new partnerships in communities of color, and the growth of statewide internship programs such as the CMS D&I Community Partner Internship Program. Of note, the overall number of State internships increased by 36% to 384 in FY24, from 281 in FY23 as reported by agency survey responses. However, agencies reported a 33% decrease in Asian American interns to 22 in FY24, from 33 in FY23. Meanwhile, 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, and a 500% increase from zero to five Asian American student interns.

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, representation of Asian American staff in the State 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 Asian 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.



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. This year’s data limits our findings to report population changes for Asian American Alone.

According to the 2023 United States Census’ American Community Survey, the *Asian American Alone* population in Illinois is 5.9% or about 744,793 people.

Agency Survey Reponses

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.

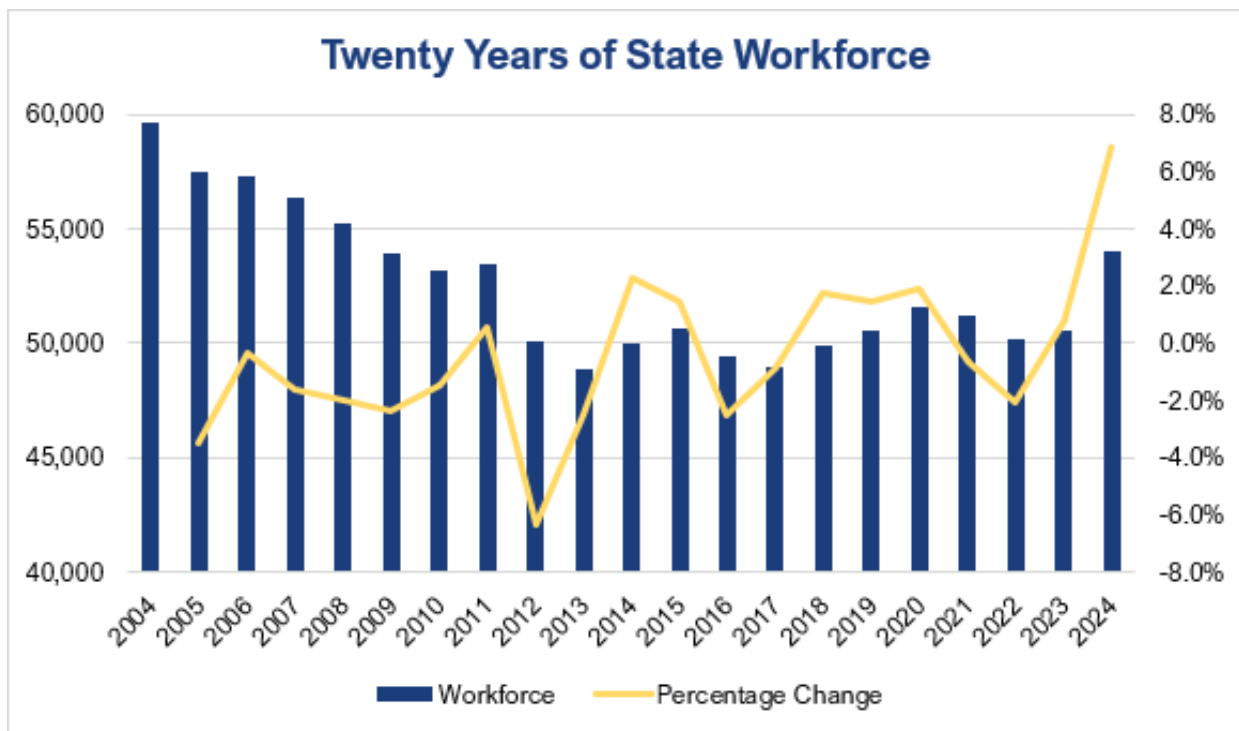
Survey Questions
Recruitment
Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment.
For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, 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

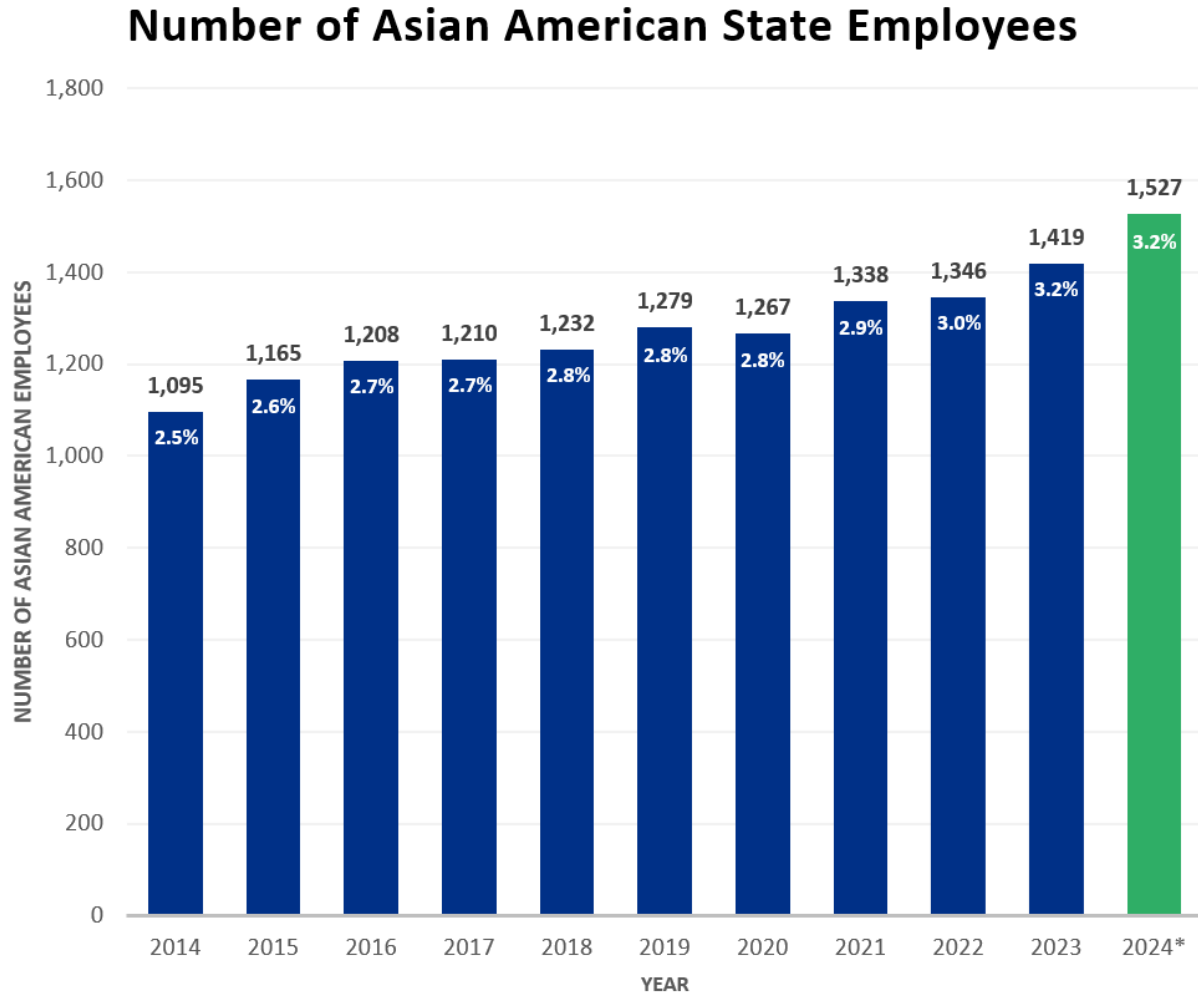
The State of Illinois is currently amid a once-in-a-generation technology transformation of its human resources systems. While early stages of that transformation—namely the implementation of electronic hiring capabilities—have reaped measurable benefits across the enterprise, the State continues to 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. This is specifically notes where workforce data is reported as of December 31, 2024.

CMS worked to source agency responses in all possible segments and charts of this report. All 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 notable snapshot of where today’s workforce size stands in the State’s recent history.



The graph below details the number of Asian 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%

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Agency	Percentage of African American Employees	Percentage of Hispanic Employees	Percentage of Asian American Employees	Percentage of Native American Employees
Human Rights Commission	26.3%	26.3%	10.5%	0.0%
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%



Asian Americans in Leadership by Agency

All agencies were invited to provide further detail of their Asian 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 Asian 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 Asian American Employees	Percentage of Asian American Employees	Total Asian American SPSA	Total Asian American PSA
Aging	151	4	2.6%	1	3
Agriculture	399	2	0.5%	0	0
Arts Council	18	3	16.7%	0	1
Central Management Services	966	20	2.1%	3	6
Children & Family Services	3,650	75	2.1%	5	15
Civil Service Commission	5	0	0.0%	0	0
Commerce & Economic Opportunity	386	14	3.6%	4	3
Commerce Commission	Not Reported	Not Reported	Not Reported	Not Reported	Not Reported
Commission on Equity and Inclusion	25	0	0.0%	0	0
Corrections	11,941	88	0.7%	3	7
Council on Developmental Disabilities	9	0	0.0%	0	0

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Agency	Total Agency Employees	Total Asian American Employees	Percentage of Asian American Employees	Total Asian American SPSA	Total Asian American PSA
Criminal Justice Information Authority	126	10	7.9%	0	0
Deaf and Hard of Hearing Commission	5	0	0.0%	0	0
Employment Security	1,050	46	4.4%	3	8
Environmental Protection Agency	752	67	8.9%	6	0
Financial & Professional Regulation	464	22	4.7%	1	4
Gaming Board	191	5	2.6%	0	2
Guardianship and Advocacy Commission	130	2	1.5%	0	0
Healthcare and Family Services	1,977	69	3.5%	6	12
Housing Development Authority	Not Reported	Not Reported	Not Reported	Not Reported	Not Reported
Human Rights	127	5	3.9%	0	0
Human Rights Commission	19	2	10.5%	1	0
Human Services	13,995	681	4.9%	17	28
Independent Tax Tribunal	3	1	33.3%	0	1
Innovation & Technology	1,391	156	11.2%	14	20
Insurance	240	14	5.8%	2	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	2	13.3%	1	1
Liquor Control Commission	51	0	0.0%	0	0
Lottery	174	4	2.3%	1	0
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	0	0.0%	0	0



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Agency	Total Agency Employees	Total Asian American Employees	Percentage of Asian American Employees	Total Asian American SPSA	Total Asian American PSA
Power Agency	50	5	10.0%	4	0
Procurement Policy Board	5	0	0.0%	0	0
Property Tax Appeal Board	35	0	0.0%	0	0
Public Health	1,180	101	8.6%	6	29
Racing Board	28	0	0.0%	0	0
Revenue	1,538	82	5.3%	2	2
State Board of Elections	72	0	0.0%	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	51	1.8%	0	0
State Police Merit Board	3	0	0.0%	0	0
State Retirement Systems	106	5	4.7%	2	0
Transportation	Not Reported	Not Reported	Not Reported	Not Reported	Not Reported
Veteran Affairs	1,282	70	5.5%	3	Not Reported
Workers' Compensation Commission	101	7	6.9%	1	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			
Healthcare and Family Services			

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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
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, 12 reported having an employee responsible for outreach and recruitment to the Asian American community, 37 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, five 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 and 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				
Financial & Professional Regulation				

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Agency	African American	Hispanic	Asian American	Native American
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

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; IAHSE 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	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.
Illinois Housing Development Authority	The Catalyst Career Group
Innovation & Technology	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.
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 they did not liaise 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.

Within the 49 participating agencies, 22 of the 384 interns identified as Asian American. Furthermore, 11 agencies reported engaging in recruitment activities with federally designated Asian American and Native American Pacific Islander Serving Institutions of higher education 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

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Agency	Total Number of D&I Internship Positions Offered
Commerce & Economic Opportunity	1
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

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 Asian 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 automate 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.



Asian 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 Asian 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 Asian 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 Asian American populations, to attract a more representative applicant pool.
2. **Partnerships with Community Organizations:** Collaborating with organizations rooted in Asian American communities to spread awareness of job opportunities and provide career information.
3. **Educational Institution Partnerships:** Engaging with diverse colleges and universities that 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 Asian 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 Asian American candidates:

FY25 Asian American Employment Plan Goals

Agency	Total Asian American Recruitment Goal	Asian American SPSA Recruitment Goal	Asian American PSA Recruitment Goal
Aging	5	3	2
Agriculture	4	0	0
Arts Council	0	0	0
Central Management Services	5	2	3
Children & Family Services	44	0	0
Civil Service Commission	0	0	0
Commerce & Economic Opportunity	6	3	3
Commerce Commission	4	0	0
Commission on Equity and Inclusion	2	0	1
Corrections	48	1	1
Council on Developmental Disabilities	0	0	0
Criminal Justice Information Authority	2	1	1
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	10
Gaming Board	1	0	1
Guardianship and Advocacy Commission	2	0	1
Healthcare and Family Services	8	1	1
Housing Development Authority	0	0	0
Human Rights	2	1	1
Human Rights Commission	1	0	0
Human Services	68	7	7
Independent Tax Tribunal	0	0	0
Innovation & Technology	0	0	0
Insurance	1	0	0
Juvenile Justice	Not reported	Not reported	Not reported
Labor	0	0	0
Labor Relations Board	2	0	1



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Agency	Total Asian American Recruitment Goal	Asian American SPSA Recruitment Goal	Asian American PSA Recruitment Goal
Liquor Control Commission	1	0	0
Lottery	2	0	0
Military Affairs	0	0	0
Natural Resources	6	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	1	0	1
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	0	0	0
Transportation	Not reported	Not reported	Not reported
Veteran Affairs	10	0	0
Workers' Compensation Commission	0	0	0



Asian 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 Asian American Employment Plan Advisory Council, to examine and assist in providing solutions for the following:

- The prevalence and impact of Asian American state employees
- The 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

In FY24, the following community and industry leaders were part of the Asian American Employment Plan Advisory Council:



Nimish Jani (Chair) was a trustee for the Township of Schaumburg, first being elected in 2013, then re-elected in 2017. He is a successful small business owner and a resident of Roselle, IL. He received his degree from Gujrat University in India, where he completed studies in marketing and journalism. Council Chair Jani has assisted in recruiting, mentoring, and leading campaigns for candidates for local and State offices. He is a well-respected member of the community and enjoys helping people navigate entrepreneurial business cycles. He loves to cook a variety of Indian cuisine for family and friends and spends his free time playing with his grandson.



Shree Gurusamy is a social worker by profession with more than 20 years of experience in the field of behavioral health and case management services. She primarily works with the most vulnerable and underserved populations in Illinois. Currently, she is a case manager at Molina Healthcare assisting Medicaid members with home and community based services. Council Member Gurusamy holds a Bachelor's Degree in Family and Child Studies and a Master's Degree in Social Work. She serves on the board of several non-profit organizations and is a community activist and organizer. She has organized women empowerment workshops, community health fairs, public health awareness seminars and voter engagement events in the Indian American community of

Chicago. She volunteers at a community mental health agency and at a food pantry in Woodridge. Recently she was appointed to the Naperville Township Mental Health Board. Shree is an ardent advocate for diversity, equity and inclusion.



capacities in local, township and county organizations.

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, he 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 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 back to the early 2000's. He formerly served as a board member for the Illinois Muslim Civic Coalition, in addition to serving in various



Indian community of greater Chicago. He is the 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. As a key supporter of efforts to increase political action within the Indian American community, he has liaised with the Chicago Mayor and Illinois Governor's Offices, served on statewide advisory committees, and participated in bipartisan fundraising efforts for pro-business, pro-Indian American community candidates.

Kalpesh Joshi has been a hotelier for over 16 years and is currently serving as the Asian American Hotel Owners Association (AAHOA) Upper Midwest Regional Director representing seven states, Chairman of the AAHOA Fair Franchising Committee, and as a member of the AAHOA Government Affairs Committee. He is also a member of the AAHOA 2023-2024 Franchise and Industry Relations Committee and serves as a board member on Illinois Hotel and Lodging Association. Additionally, he was appointed in January 2024 to serve a three-year term on the G6 Owners Advisory Council after previously serving as a council member from 2012-2021. Mr. Joshi is also an advisory board member for Sewa International, an international non-profit organization. A self-made, first-generation hotelier, Joshi is an active leader in the



Abin Kuriakose is Chief Strategy and Innovation Officer for World Business Chicago, the City of Chicago's economic development organization. He manages World Business Chicago's flagship innovation and venture programs, driving inclusive growth and opportunity for the region's tech, innovation, and startup economy. Previously, he served as Deputy Chief of Staff, Policy Director, and Community Affairs & Engagement Director for the Cook County Board of Commissioners (Tenth District). During his time with Cook County, he was the Managing Staff Director for the Cook County Board's Workforce, Housing, and Community Development Committee, and the Pension Committee. Council Member Kuriakose is a member of the Community Impact Advisory

Committee for mHUB, and the advisory board for Chicago: Blend. He previously served as senior advisor for the Chicago City Council Asian American Caucus. He's a 2018 Civic Leadership Academy Fellow of the University of Chicago, and a 2022 Emerging Leader for the Chicago Council on Global Affairs. 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 22 years at Joliet Central High School. She also serves as Assistant Athletic Director and coaches girls' badminton. When she is not coaching or doing her AAD duties, she is the sponsor of the Human Relations Club (Diversity Club), Rho Kappa (Social Studies National Honor Society), and Mock Trial Team. Council member Luangsomkham received her Master's Degree in Educational Administration in 2006 from Governors State University and recently earned her English Second Language endorsement from the University of St. Francis in 2022. Outside of the classroom and gym, she loves doing community work. She serves as vice president and board member of the Multicultural Education Group—an Elgin area based non-profit community

organization established in 2013. Multicultural Education Group's mission focuses on embracing culture, preserving heritage, educating youth, and uniting community. Since arriving to the U.S. as a refugee from Laos in 1983, she has lived in Joliet with her husband and five children.





Grace Chan McKibben is Executive Director of Coalition for a Better Chinese American Community (CBCAC), a policy advocacy and community development organization based in Chicago's Chinatown. Grace has held senior leadership positions in higher education, government, financial services, social service, and policy advocacy. In these roles, she led numerous programs that brought communities together and amplified the voices and influence of marginalized communities. She has also been a teacher, writer, and researcher on language and culture for three decades. Grace holds a B.A. in Linguistics and Sociology, as well as an M.A. in Linguistics, from The University of Chicago, an M.B.A. from Keller Graduate School of Management, and is currently a

Ph.D. student in Organizational Leadership at Adler University.



Dennis Mondero 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 the University of Illinois at Chicago. He most recently served as Executive Director of Chinese Mutual Aid Association (CMAA). During his tenure, he more than tripled the size of the organization to over 400 employees. Dennis' prior career includes private law practice in commercial real estate, as well as serving in government positions such as Deputy Buildings Commissioner for the City of Chicago, Deputy Chief of Staff for the Chicago Transit Authority (CTA), and Senior Vice President & Chief Administrative Officer for the CTA. Council Member Mondero also sits on a host

of other boards and community advisory councils including Illinois State Comptroller Susana Mendoza's Advisory Collective. Most recently, Dennis was appointed by Chicago Mayor Brandon Johnson to the Board of Directors for the Regional Transportation Authority (RTA), which oversees Metra, Pace and the CTA.





Hae D. Paul Park came to America as a college student. Upon completing his MBA he was hired by Hilton Hotels Corporation where he was promoted as an executive for the Waldorf Astoria Hotel in New York where all UN functions were held. Five years later, he opened a real estate office after returning to Chicago. He has served the community as President of the Korean American Democratic Committee of Illinois; Chief Advisor and Past President of the Korean Association of Chicago; executive board member and Past President of the Asian American Coalition of Chicago; and founder and Former President of the Federation of Korean Associations USA which represents 2.5 million Korean Americans. Additionally, he was appointed by President Clinton to serve as a board member for the Woodrow Wilson International Center—a

U.S. think tank. He has served as a Democratic Platform committee member and convention delegate. Mr. Park has also served the State of Illinois on the Real Estate Administration and Disciplinary Board under three governors and served the City of Chicago as a member of the Economic Development Commission and as a special ambassador under Mayor Daley. Hae D. Paul Park is a recipient of the Lifetime Service Award from President Obama.



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 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 noted.

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 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/asianep.html>

