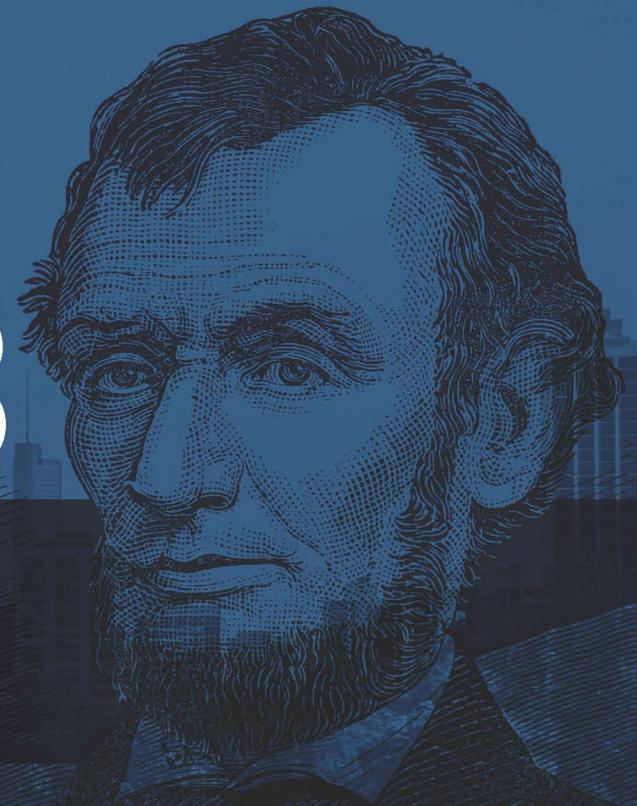




FY 2023

Hispanic Employment Plan Report



Purpose of the Report

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

For the purposes of this report, the demographic population is referred to “Hispanic” to align with past employment plan practice and the Hispanic Employment Plan Advisory Council.

The term “Hispanic” will be used when referencing past published or codified actions. To promote terminology that is inclusive of gender and gender non-confirming identities, CMS will use the term “Latinx” or the plural, “Latinxs” in report narrative.

This report serves as the plan to ensure diversity, equity and inclusion for Hispanic persons employed or seeking employment in State government. In accordance with Public Act 20 ILC 30/15 and 20 ILC 405/405-123, the Illinois Department of Central Management Services (CMS), submits the following report to the Illinois General Assembly on or before February 1, 2024.



Letter from Raven A. DeVaughn, CMS Acting Director

Honorable Members of the General Assembly:

The Illinois Department of Central Management Services (CMS) is dedicated to working toward achieving a state work force that reflects the rich diversity of our state’s residents. 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 FY23 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 2023, CMS strengthened the team that supports the Employment Plan Advisory Councils by expanding from two to eight staff members. Additionally, CMS increased its budget for outreach and recruitment with the goal of meeting the community where they are. We continue to partner with the Governor’s Office of Equity to ensure that enterprise-wide efforts are streamlined and complementary.

These objectives and defined action items will guide our efforts in the new fiscal year. We will continue to build upon the success of the goals 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
Acting Director
Illinois Department of Central Management Services

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Executive Summary

The FY23 Hispanic Employment Plan Report provides an analysis of fundamental data to indicate the progress of efforts to develop the State of Illinois as a diverse, inclusive, and accessible employer. Annual data comparisons of current State employees are provided to gauge the success of creating a workforce that reflects the diversity of our State and a workplace that provides equitable opportunities for all.

CMS Diversity & Inclusion produces this report by presenting an annual survey to agencies in accordance with Civil Administrative Code [20 ILCS 405](#). Of the surveys disseminated in FY23, CMS D&I received a total of 49 responses. These responses are factored into authoring enterprise-wide goals and coordinating the efforts of the Hispanic Employment Plan Advisory Council.

A stronger foundation in FY23 allowed CMS to scaffold previous efforts and provide tools for all agencies to use in reaching their Latinx recruitment goals. In 2022, CMS Diversity & Inclusion updated the annual survey to include an opportunity for agencies to demonstrate efforts with qualitative and quantitative evidence. CMS was proud to demonstrate its commitment to support the efforts of the Hispanic Employment Plan Advisory Council and this realignment by hiring the inaugural Hispanic Employment Plan Coordinator in November of 2022. In that same year, CMS Diversity & Inclusion updated the annual agency survey to include an opportunity for agencies to demonstrate efforts with qualitative and quantitative evidence.

During FY23, agencies were invited to present on their recruitment goals for feedback and recommendations from the Hispanic Employment Plan Advisory Council. This new alignment created a space for benchmarking individual agency efforts and enterprise-wide gains.

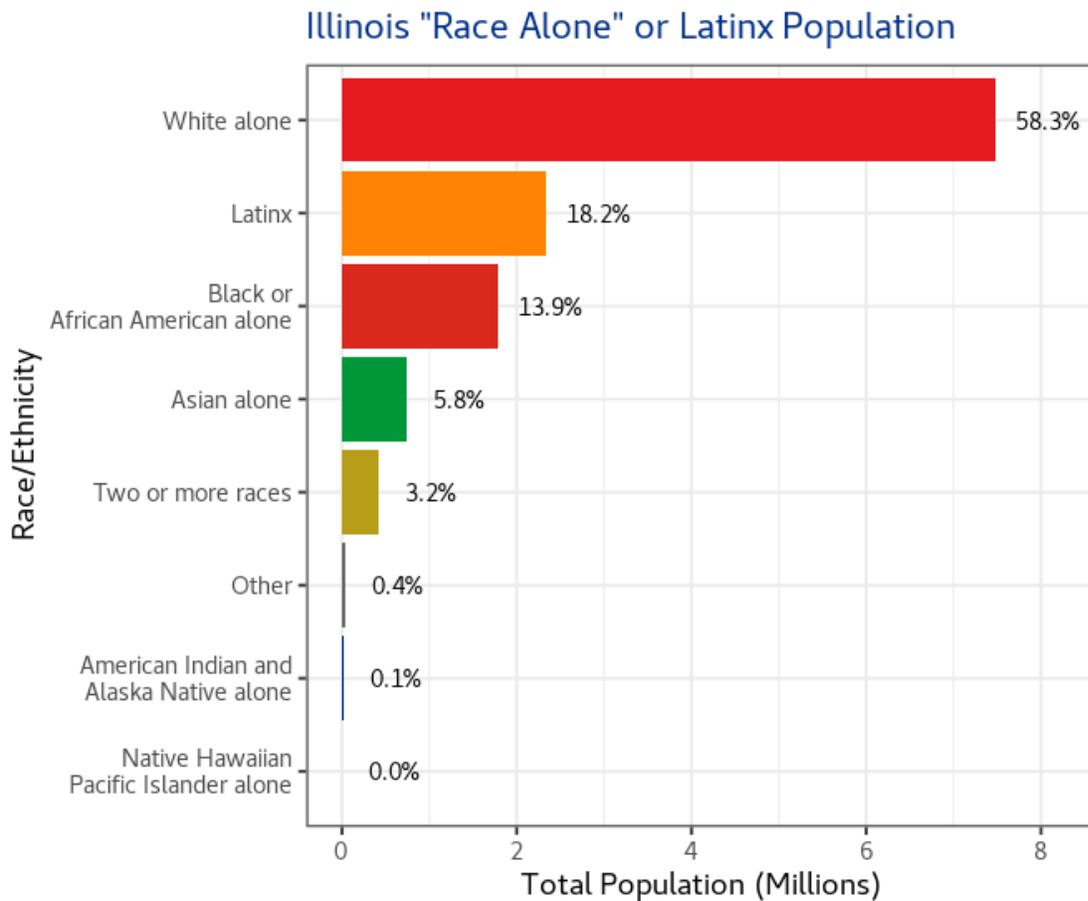
While this report indicates a positive trend in representation over the past five years, the State of Illinois still has a demonstrable need for improvement. CMS Diversity & Inclusion continues its efforts into FY24 as a curator of tools and resources for all agencies in their recruitment of Latinx employees within the State of Illinois.

Illinois' Government Workforce Representation for Latinxs

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. Hence, reaching, informing, and connecting with diverse qualified candidates, only strengthens the team of the more than 45,000 individuals who make up the State's workforce.

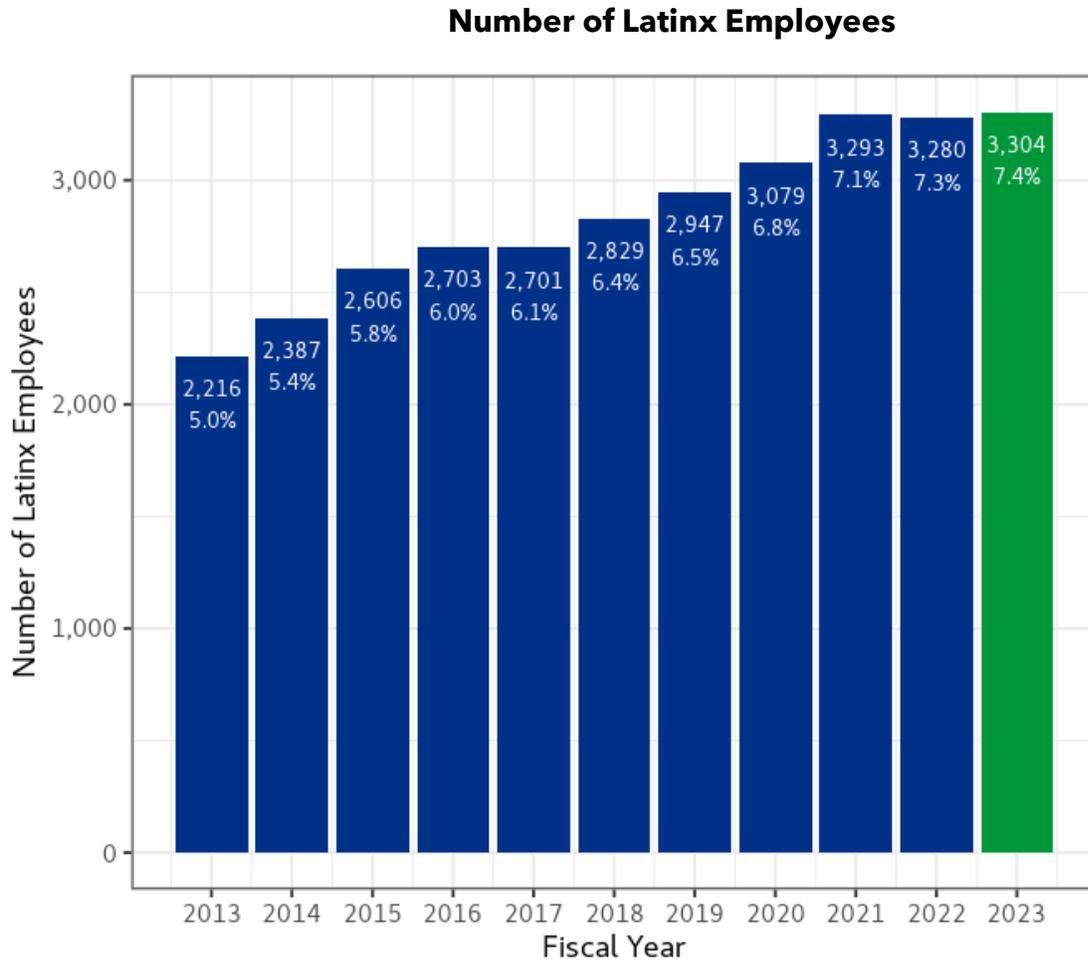
The latest Illinois population trends from the U.S. Census offer important context to better understand the State's focus on diversifying its career opportunities. The 2020 census reported that Illinois' population was about 12.81 million. That was a decrease of about 18,000 from the 2010 census (12.83 million total), a difference of -0.1%.

The chart below illustrates the diverse population groups represented in the State with the census categories Race Alone and Latinx (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.



Source: 2020 Census PL 94-171 File

The *Latinx alone or in combination* population in Illinois is 18.2% or about 2,337,400 people. The chart below illustrates the Latinx population group representation in the State workforce.



Source: CMS Personnel Mainframe

The State's employment insights show that the percentage of total employees who identify as Latinx changed from FY22 to FY23, from 7.3% (3280) to 7.4% (3304).

Diversity in Interviews

A total of 169,804 applicants for agency postings and 4,963 structured interview panels convened were reported by agencies that completed the survey. As the SuccessFactors online application system deploys new segments, it is expected that the CMS data team can better gather this enterprise-wide data and include identity-specific total numbers of applicants who were offered a position.

Applicant Data

Of those 169,804 applicants:

- A total of 79,527 (46.8%) candidates identified as African American, Hispanic, Native American and/or Asian American
- A total of 20,150 (11.9%) candidates identified as Hispanic

A total of 8,872 candidates were invited to interview of which 682 (7.7%) identified as Hispanic/Latinx.

Interview Panel Data

Effective January 1, 2022, [20 ILCS 405/405-123](#) requires that (a) each State agency shall 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 Hispanic Employment Plan.

Of the 4,963 structured interview panels a total of 358 (7.2%) interview panels included one or more interviewers that identified as Hispanic.

As of June 30, 2023, a total of 5,005 employees were certified by CMS to conduct structured interviews. Of those employees:

- A total of 1,596 (31.9%) certified employees identified as African American, Hispanic, Native American and/or Asian American
- A total of 485 (9.7%) certified employees identified as Hispanic

A total of 416 employees' responsibilities routinely included selecting job candidates for interviews. Of those employees:

- A total of 228 (54.8%) identified as African American, Hispanic, Native American and/or Asian American
- A total of 53 (12.7%) identified as Hispanic

Latinx New Hire Profile

During FY23, 7.1% (257) of new hires onboarded identified as Latinx. 4.3% of the new Latinx hires onboarded in FY23 were senior-level staff (exempt employees, positions appointed by the Governor).

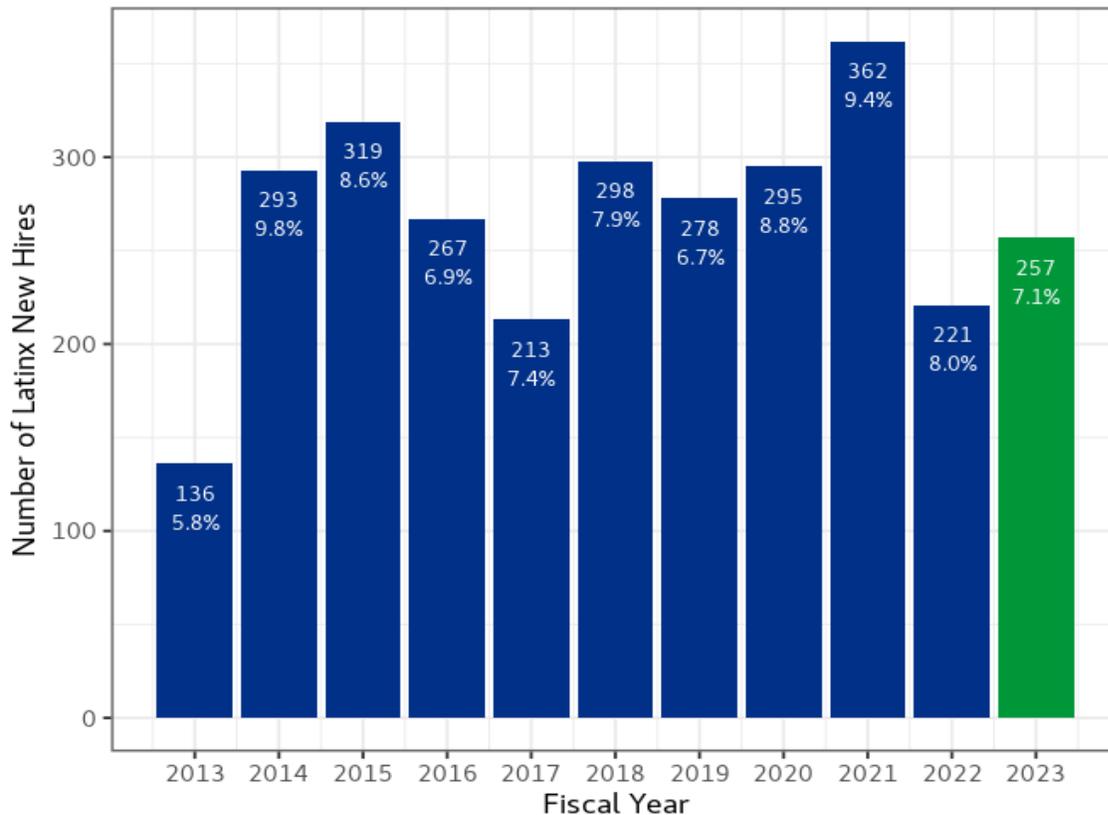
There are other code-covered senior-level positions as well at the State; those titles include Senior Public Service Administrator and Public Service Administrator. In FY22, there were a combined 165 Latinxs in both categories, compared to 193 for the same in FY23.

As for gender comparisons, in FY23 62.6% of new Latinx employees onboarded were female hires, compared to the statewide female hire rate of 55.8%. In total, as of the end of FY23 60.7% (2,004) of Latinx State employees were women, compared to 50.8% of all State employees.

Of the new Latinx hires in FY23, there were 5.8% (15) who were also veterans, compared to the statewide rate of 6.2% all new hires. As of the end of FY23, a total of 9.8% (323) of Latinx State employees were veterans, compared to 14.8% of all State employees.

The table below illustrates the number of new Latinx hires.

Number of New Latinx Hires



Source: CMS Personnel Mainframe

Hires by Agency

The following tables provide a look at how Latinx employees were represented within agencies in FY23 (July 1, 2022 – June 30, 2023), according to data collected by CMS.

Representation of New Latinx Hires by Agency in FY23

Ascending order for top five agencies with Latinx new hire representation.

	Agency	Total Number of New Latinx Employees	Total Agency New Hires	% of New Hires (Latinx)
1	Human Services	123	1,149	10.7%
2	Corrections	31	745	4.2%
3	Children & Family Services	25	354	7.1%
4	Healthcare & Family Services	10	142	7.0%
5	Veterans Affairs	8	127	6.3%

Representation of Total Latinx Employees in FY23 by Agency

Ascending order for top five agencies with Latinx employee representation.

	Agency	Total Number of Latinx Employees	Total Agency Employees	% of Total Agency Employees (Latinx)
1	Human Services	1,443	13,043	11.1%
2	Corrections	473	11,772	4.0%
3	Children & Family Services	278	2,992	9.3%
4	Employment Security	211	1,041	20.3%
5	Healthcare & Family Services	142	1,694	8.4%

Agency Survey Responses

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

Of agencies responding to the Employment Plan Survey, 16 reported having a liaison to the Latinx community and 29 did not. Agencies were asked if that liaison had decision making authority in four areas; 13 agencies reported that the liaison had decision making authority in Latinx recruitment; 3 with hiring/promotion authority; and 3 for interviews.

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

Question	Total	Hispanic	Percent
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?	5,005	485	9.70%
How many employees in your agency received tuition reimbursement in FY2023?	74	5	6.70%
How many paid interns did your agency hire during fiscal year 2023?	243	14	5.80%
How many interns did your agency hire during fiscal year 2023?	281	21	7.50%
How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?	27	1	3.70%

Efforts and Opportunities in Outreach & Recruitment

CMS recognizes there is a prime opportunity to strengthen relationships with Hispanic Latinx advocacy and career development organizations across the State. When asked, 16 agencies responded having a total of approximately 50 Latinx employees responsible for recruitment and outreach efforts; 53 Latinx employees routinely included in selecting job candidates for interviews; 4 agencies have Latinx employees who are policy makers.

Agencies that indicated that they did not liaise with organizations as part of their diversity and inclusion efforts are identified in the table below.

Agency
Agriculture
Arts Council
Capital Development Board
Civil Service Commission
Commission on Equity and Inclusion
Criminal Justice Information Authority
Educational Labor Relations Board
Emergency Management Agency
Guardianship & Advocacy Commission
Healthcare & Family Services
Housing Development Authority
Juvenile Justice
Labor Department
Military Affairs
Pollution Control Board
Prisoner Review Board
Public Health
Racing Board
Tax Tribunal
Veterans Affairs
Workers Compensation Commission

Agencies that listed partner organizations include:

Agency	Organizations
Aging	Illinois Association of Hispanic State Employees (IAHSE); IDoA DEI Committee
Central Management Services	Arlington Heights Library; Black Action in Public Policy Studies; Catalyst Career Group; Centro for Hispanic & Immigrant Community Opportunities, Decatur; Cass County Welcome Center; Chicago American Indian Community Collaborative (CAICC); Delta Sigma Theta - East St. Louis Recruitment Fair; Dynamic Productions LLC – Puerto Rican Festival; Greater Kankakee Black Chamber of Commerce; Hanul Family Alliance; Heartland Community College; Hispanic Alliance for Career Enhancement (HACE); Hispanic Women of Springfield Organization; Illinois LATino Council on Higher Education (ILACHE); Kankakee Public Library; Kankakee Workforce Center; Interagency Committee on Employees with Disabilities (ICED); Latino Social Worker’s Organization; Lincoln Public Library; Mexican Consulate in Chicago; National Able Network; Near West American Job Center in Pilsen; North Suburban Cook County American Job Center; Pilsen Neighborhood Community Council – Fiesta del Sol; Pilsen Neighbors Community Center; Puerto Rican Bar Association; St. Kateri Center of Chicago - (Serving Native American Community); The Chicago Urban League; University of Chicago's Harris School: Hire Black Harris; Will County Work Force Center; Ombudsman West High School; United States Hispanic Leadership Institute (USHLI); Illinois African American Employment Plan Advisory Council; Illinois Asian American Employment Plan Advisory Council; Illinois Asian American State Employees Association (IAASEA); Illinois Association of Hispanic State Employees (IAHSE); Illinois Association of Minorities in Government (IAMG); Springfield/Sangamon Growth Alliance; Springfield Chamber of Commerce, CAP 1908 Social Innovation Center

<p>Children & Family Services</p>	<p>Chicago City Classic Scholarship Foundation – HBCU; Rosaland Cease Fire; The Black Community Provider Network; Springfield Urban League; Chicago Urban League; Rainbow Push Foundation; Peoria Urban League; Englewood Street Alternative Project; Illinois Legislative Black Caucus Foundation; Chicago Defender Bud Billiken Foundation; Chicago Area Project; Englewood 16th Ward Community Affairs; Alpha Phi Alpha Fraternity Incorporated; Delta Sigma Theta Sorority Incorporated; Illinois District of Church of God in Christ; Chicago Salvation Army; Chinese American Service League; Chinese Mutual Aid Association; South Asian American Policy and Research Institute; Apna Ghar, Inc; Indo-American Center; Midwest Asian Health Association; Project Vision; Pui Tak Center; Chinese Christian Union Church; Muslim Community Center; Coalition for a Better Chinese American Community; Chinese American Museum of Chicago; Chinatown Chamber of Commerce; Asian Americans Advancing Justice – Chicago; Hana Center; KAN-WIN; Vietnamese Association of Illinois; Compañeros en Salud – Aurora; Elgin Hispanic Network – Elgin; Coalición Latinos Unidos de Lake County – Waukegan; Community Alliance - Melrose Park; Quad Cities Hispanic Chamber – Rock Island; Coalition of Latino Leaders – Belvidere; Western Avenue Community Center – Bloomington; Hispanic Women of Springfield, The Latino Roundtable of Southwestern Illinois - East St. Louis; Hispanic Leaders Group of Greater St. Louis, Marshall Square Resource Network – Chicago; Illinois Migrant Council; Latino Social Workers Organization; Illinois Association of Hispanic State Employees (IAHSE); Hispanic Alliance for Career Enhancement (HACE); Illinois Latino Council on Higher Education (ILACHE); Illinois Hispanic Chamber of Commerce; Little Village Chamber of Commerce; HispanicPro Network – Chicago; National Latino Educational Institute – Chicago; Latino Youth High School - Chicago); Central States SER – Chicago; Latin American Recruitment & Education Service (UIC); University of Illinois Career Services; Illinois Coalition for Immigrant and Refugee Rights; St Augustine College; Chicago City Colleges – Adult Education Program; Peruvian Festival; Pilsen Neighbors – Fiesta del Sol; Puerto Rico Parade Committee - Puerto Rican Festival; State Senator Omar Aquino Health Fair; Parent University Resource Fair; Day of the Child Parade & Festival; Chicago Public Schools American Indian Education Festival - American Indian Center; Chicago American Indian Collaborative Education Conference; Northwestern University Native American & Indigenous Student Alliance - Powwow; St. Kateri Center - Powwow and CPS American Indian Education Program Celebration; American Indian Center of Chicago’s Back to School - Powwow; 30th Annual Potawatomi Trails - Powwow</p>
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Commerce and Economic Opportunity	Illinois Association of Hispanic State Employees (IAHSE)
Corrections	IDES/Workforce; Salvation Army; Goodwill Industries; CMS; Illinois Association of Hispanic State Employees (IAHSE); Latino Caucus of Illinois; Latino Roundtable; NAACP; Illinois Asian American State Employees Association; Asian American Employment Plan Advisory Council; African American Employment Plan Advisory Council; Urban Native Education Conference; Chicago American Indian Collaborative; Midwest SOARRING Foundation; Yellow Ribbon; high schools, colleges, universities, vocational schools, military events, recruiting during drill weekends, community events, and resources fairs
Deaf and Hard of Hearing Commission	Chicagoland Black Deaf Advocates; Illinois Association of the Deaf; Illinois Deaf Latino Association
Employment Security	EEOPWDT; Illinois Association of Hispanic State Employees (IAHSE); Hispanic Employment Plan Advisory Council; Asian American Employment Plan Advisory Council; African American Employment Plan Advisory Council; Native American Employment Plan Advisory 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.
Environmental Protection Agency	University of Illinois Urbana-Champaign Agricultural, Consumer and Environmental Sciences, Millikin University, Bradley University, Illinois Association of Hispanic State Employees (IAHSE), University of Illinois Engineering, University of Illinois Springfield Career Connection, IDES, Decatur Conference Center
Financial and Professional Regulation	Illinois Department of Employment Services (IDES); Harper College; Workforce Center of Will County; Illinois National Guard; Yellow Ribbon; Prairie State College – Veteran’s Resource Department

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Gaming Board	DuPage College; Illinois Department of Employment Security; Coalition for a Better Chinese American Community (CBCAC); Chicago Urban League; Lake County Workforce Development; African American Employment Plan Advisory Council; Workforce Service Division of Will County; Community Outreach Coordinator for the Illinois Senate Staff; Handshake; Illinois Community Colleges; Illinois APEX Accelerator Program
Human Rights	Illinois Association of Hispanic State Employees (IAHSE)
Human Rights Commission	Mexican American Legal Defense and Educational Fund (MALDEF)
Human Services	IDES; community churches, community workforce centers, colleges and universities, chamber of commerce, community libraries
Innovation and Technology	CMS; Employment Plan Advisory Councils; IDES; Handshake; Capital Area Career Center; Rapid Response; State Representative and Senator sponsored events; colleges, career service offices, and chambers of commerce
Insurance	Illinois Association of Hispanic State Employees (IAHSE); IDES workNet
Investment Board	New America Alliance; Women Investment Professionals (WIP); National Association of State Treasurers (NAST); National Association of Securities Professionals (NASP); Blacks in Government (BIG); John Rogers Internship Program - University of Chicago
Labor Relations Board	CMS
Law Enforcement and Standards Board	CMS
Lottery	DHR; IHEA
Natural Resources	Hispanic Women of Springfield; Illinois Association of Hispanic State Employees (IAHSE)
Property Tax Appeal Board	Various Bar Associations in the Chicago area

<p>Revenue</p>	<p>Chicago Urban League; Springfield Boys & Girls Club; Lanphier High School; Latino Policy Forum; Illinois Asian American State Employees Association; Veterans Affairs Work Study Program; Roll Call Chicagoland; Native Indian American Chicago Public School Association Inner Voice Chicago; Chicago Veterans; Asian American Chamber of Commerce of Illinois; University of Illinois Urbana-Champaign - Asian American and Cultural Center; Northern Illinois University – Asian American Resource Center; Chinese American Service League; Asian Human Services; Asian American Resource and Cultural Center (AARCC); Wounded Warrior Project; Inner Voice; 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; Governors State University Veterans Affairs; Jesse Brown Veterans Affairs Community Resource Referral Center; U.S. Department of Labor VETS Program; Central States SER Little Village Veterans Regional Office Vocational Rehabilitation Program</p>
<p>State Board of Education</p>	<p>Springfield Urban League; Chicago Urban League; Illinois Association of Minorities in Government; Illinois Association of Hispanic State Employees (IAHSE); National Association for the Advancement of Colored People (NAACP) Springfield Branch; American Indian Center; Asian American Institute; Korean American Community Services; Midwest Association of Hispanic Accountants (DePaul University); National Black MBA Association; El Valor.</p>
<p>State Board of Elections</p>	<p>Bradley University; University of Illinois Springfield; Eastern University; Illinois Association of Hispanic State Employees (IAHSE); Illinois Wesleyan University; Illinois Department of Human Rights; Springfield Urban League; Black Woman's Bar Association; Chicago Lawyer's Committee for Civil Rights; McHenry County Workforce Board; Illinois WorkNet Center; The Job Center WIOA Program; Lake County Workforce Development; DuPage Workforce Development; Shawnee Development Council; Southern Illinois Workforce Development; Election Centers National Job Board</p>
<p>State Fire Marshal</p>	<p>CMS; IDHR; The Morton Group; Illinois Association of Hispanic State Employees (IAHSE)</p>

State Police	Illinois Association of Black Law Enforcement Officers (ABLE) Hispanic Illinois State Law Enforcement Association (HISLEA); Asian American Law Enforcement Association (AALEA)
State Retirement Systems	Illinois Association of Hispanic State Employees (IAHSE)
Transportation	NAACP; National Society of Black Engineers; Society of Hispanic Professional Engineers; Society of Women Engineers

This year, agencies were asked to upload all marketing materials used in promotion of hiring efforts. Of the 49 responding agencies, 12 provided copies of their marketing materials.

The following agencies uploaded PDFs with copies of their promotional materials which can be found in the Appendix.

Agency
Aging
Central Management Services
Corrections
Employment Security
Environmental Protection Agency
Gaming Board
Human Services
Innovation & Technology
Insurance
State Board of Education
State Fire Marshal
Transportation

Internships

Out of 281 internships at the 49 participating agencies, 21 interns were Hispanic. A total of 14 agencies noted to have recruited interns from federally designated Hispanic Serving Institutions of higher education across the nation.

The following table expands on the outreach efforts of those 49 participating agencies toward Minority-Serving Institutions (MSIs).

	Historically Black Colleges and Universities	Asian American and Native American Pacific Islander Serving Institutions	Hispanic Serving Institutions	Native American Serving Institutions	None
Aging					X
Agriculture					X
Arts Council					X
Capital Development Board					X
Central Management Services	X	X	X		
Children & Family Services					X
Civil Service Commission					X
Commerce & Economic Opportunity		X	X		
Commission on Equity and Inclusion					X
Corrections			X		
Criminal Justice Information Authority					X
Deaf and Hard of Hearing Commission					X

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	Historically Black Colleges and Universities	Asian American and Native American Pacific Islander Serving Institutions	Hispanic Serving Institutions	Native American Serving Institutions	None
Educational Labor Relations Board					X
Emergency Management Agency					X
Employment Security	X	X	X	X	
Environmental Protection Agency					X
Financial and Professional Regulation					X
Gaming Board					X
Guardianship & Advocacy Commission	X	X	X	X	
Healthcare & Family Services					X
Housing Development Authority	X	X	X	X	
Human Rights Commission		X	X		
Human Rights Department		X	X		
Human Services		X	X		
Innovation & Technology					X
Insurance					X
Investment Board		X	X		
Juvenile Justice	X	X	X	X	



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	Historically Black Colleges and Universities	Asian American and Native American Pacific Islander Serving Institutions	Hispanic Serving Institutions	Native American Serving Institutions	None
Labor Department					X
Labor Relations Board					X
Law Enforcement Training & Standards Board					X
Lottery					X
Military Affairs					X
Natural Resources					X
Pollution Control Board					X
Prisoner Review Board					X
Property Tax Appeal Board					X
Public Health	X	X	X	X	
Racing Board					X
Revenue			X		
State Board of Education					X
State Board of Elections					X
State Fire Marshal					X

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	Historically Black Colleges and Universities	Asian American and Native American Pacific Islander Serving Institutions	Hispanic Serving Institutions	Native American Serving Institutions	None
State Police	X		X	X	
State Retirement Systems					X
Tax Tribunal					X
Transportation	X		X		
Veterans 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.

	Illinois Community Colleges	Public State Universities	None
Aging			X
Agriculture			X
Arts Council			X
Capital Development Board		X	
Central Management Services	X	X	
Children & Family Services			X



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	Illinois Community Colleges	Public State Universities	None
Civil Service Commission			X
Commerce & Economic Opportunity		X	
Commission on Equity and Inclusion			X
Corrections		X	
Criminal Justice Information Authority			X
Deaf and Hard of Hearing Commission			X
Educational Labor Relations Board	X	X	
Emergency Management Agency			X
Employment Security	X	X	
Environmental Protection Agency		X	
Financial & Professional Regulation		X	
Gaming Board			X
Guardianship & Advocacy Commission	X	X	
Healthcare & Family Services		X	
Housing Development Authority	X	X	
Human Rights Commission		X	
Human Rights Department			X



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	Illinois Community Colleges	Public State Universities	None
Human Services	X	X	
Innovation & Technology		X	
Insurance			X
Investment Board		X	
Juvenile Justice	X	X	
Labor Department			X
Labor Relations Board			X
Law Enforcement Training & Standards Board			X
Lottery			X
Military Affairs			X
Natural Resources		X	
Pollution Control Board			X
Prisoner Review Board			X
Property Tax Appeal Board			X
Public Health	X	X	
Racing Board			X



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	Illinois Community Colleges	Public State Universities	None
Revenue	X	X	
State Board of Education			X
State Board of Elections			X
State Fire Marshal			X
State Police	X	X	
State Retirement Systems			X
Tax Tribunal			X
Transportation	X	X	
Veterans Affairs			X
Workers Compensation Commission			X



CMS Diversity & Inclusion Community Partner Internship

CMS’ Diversity & Inclusion developed an internship program in FY22 to strengthen a diverse State workforce pipeline. The internship’s equity-based platform leveraged established relationships with community partners and connected State agencies to selected interns from those communities. All agencies that participated in the FY22 in the CMS Monthly Statewide Recruitment Call were invited to develop a project description and host a CMS D&I Community Partner Intern into 2023. The inaugural CMS D&I Community Partner Internship Summer 2022 cohort welcomed six interns into full-time paid positions that paralleled and joined professional development sessions along with those from the Governor’s Office.

The Spring 2023 included a total of 6 interns and the Summer 2023 had a cohort of 8 interns. The Summer 2023 cohort includes 3 returning interns from the Spring 2023 cohort. As a result, total intern number includes duplicate counts.

Each participating state agency developed a project description, led onboarding and managed paychecks. All interns successfully completed the program. Out of the 11 program participants, 3 secured extended internship opportunities, and 2 secured full time contracts with the State of Illinois. Unfortunately, many positions were in Springfield with new community relationships which were unable to match opportunities to local positions. CMS Diversity & Inclusion expects to fill a full-time position in Sangamon County who will prioritize in community outreach in FY24.

A total of 17 State agencies submitted 40 positions for either Spring 2023 or Summer 2023 academic year intern projects.

Below are the State agencies that opted to participate in either the spring 2023 or the summer 2023 cohorts.

Agency	Total Number of D&I Internship Positions Offered
Abraham Lincoln Presidential Library and Museum	3
Aging	2
Capital Development Board	4
Central Management Services	6
Commerce & Economic Opportunity	8
Children & Family Services	2
Educational Labor Relations Board	2
Emergency Management Agency	4
Employment Security	1
Executive Ethics Commission	1

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Gaming Board	1
Human Services	1
Innovation & Technology	2
Power Agency	1
Revenue	1
State Fire Marshall	1

The chart below details the 2023 interns' self-identification, agency position, college or university enrollment, and community partner that helped select the undergraduate student.

Self-Identification	Agency	Intern Enrollment	Community Partner
African American	Capital Development Board	City Colleges of Chicago, Harold Washington	TRiO Program
African American	Capital Development Board	City Colleges of Chicago, Harold Washington	TRiO Program
African American	Central Management Services	Howard University	Greater Kankakee Black Chamber of Commerce
African American	Employment Security	University of Illinois in Springfield	Diversity Center
African American	Innovation & Technology	University of Illinois Springfield	Diversity Center
Hispanic	Aging	Loyola University	Hispanic Employment Plan Advisory Council
Hispanic	Central Management Services	University of Illinois Springfield	Diversity Center
Hispanic	Central Management Services	City Colleges of Chicago, Richard J. Daley	City Colleges of Chicago Chancellor
Hispanic	Children and Family Services	City Colleges of Chicago, Harold Washington	TRiO Program
Hispanic	Educational Labor Relations Board	University of Illinois Springfield	Diversity Center
Hispanic	Human Services	City Colleges of Chicago, Harold Washington	TRiO Program



FY23 Hispanic Employment Plan Report

The below is a full list of CMS Diversity & Inclusion Community Partners who were invited to participate in the 2023 cohorts.

Community Partners
African American Employment Plan Advisory Council
Asian American Employment Plan Advisory Council
Black United Fund
CAP 1908 Social Innovation Center
Casa Guanajuato, Club Kankakee Poder Latino
Chicago State University
Chicago Urban League
Chinese Mutual Aid Association
City Colleges of Chicago – Harold Washington
City Colleges of Chicago – Richard J. Daley
Coalition for a Better Chinese American Community
Greater Kankakee Black Chamber of Commerce
Hispanic Alliance for Career Enhancement
Hispanic Employment Plan Advisory Council
Joliet Junior College – Center for Multicultural Access & Success
Loyola University
Native American Employment Plan Advisory Council
Olivet Nazarene University
Richland Community College
United Chinese Americans
University of Illinois Chicago – Native American Support Program
University of Illinois Springfield – Diversity Center

Hispanic Employment Plan: Goals for 2023

- I. The annual Employment Plan Report and the Quarterly Employment Plan Advisory Council meetings are a useful resource for all agencies. To this end, agencies shall attend quarterly council meetings even when not scheduled to present. This allows agencies to:
 - a. Take note of upcoming identity-specific events to attend and promote state careers.
 - b. Have the opportunity to apply best practices and lessons learned from other presenting agencies.
 - c. Apply recommendations from the councils on how to best promote current agency openings.

- II. Supporting the retention of new and existing Latinx state employees is essential. One way to do so is by helping to create an inclusive workplace. Agencies will have an opportunity to partner with the Illinois Association of Hispanic State Employees (IAHSE).
 - a. Agencies will receive and promote IAHSE invitations. Agency HR teams should disseminate these to all agency employees.
 - b. Agencies are invited to identify a physical space where these and other employee resource group announcements can be posted and updated.

- III. CMS is committed to helping sister agencies build a welcoming workplace and develop relationships in the community that promote state jobs. One way CMS will support agencies is by creating an annual Latinx calendar for recommended dates of celebration and commemoration. CMS will package this with marketing resources that can be used internally and externally for promoting inclusion among current employees, building professional development opportunities for all, and educating prospective applicants about our values. This CMS package from the Diversity & Inclusion team will also include community events and in-house opportunities for agencies to participate, partner and promote.
 - a. Agencies will have the opportunity to package dates and visuals for social media posts.
 - b. Agencies will have the opportunity to join CMS at community partner events.
 - c. Agencies will have an opportunity to create a welcoming and inclusive workplace for Latinxs by leading or joining events that are intentionally, identity centered.



- d. Agencies will have the opportunity to promote these events for members of the agency who may be interested in learning more about the Latinx community.
- IV. The Hispanic Employment Plan Advisory Council has recommended that all agencies create a Latinx Advisory Council. CMS will support sister agencies by:
- a. Inviting Council members to provide purpose or mission of this group and explain how it may differ from the Hispanic Employment Plan Advisory Council.
 - b. Invite representatives from the Illinois Association of Hispanic State Employees to present how these groups may be complimentary to their enterprise-wide efforts.
 - c. Invite agencies who already have these groups established to share how they are structured, organized, and led.



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

- the prevalence and impact of Latinx State employees;
- the barriers faced by Latinx 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 Latinx employees in State government.

In FY23, the following community and industry leaders were part of the Hispanic Employment Plan Advisory Council:



Jose M. Muñoz (Council Chair) is a social impact strategist with over 20 years of executive management, government affairs and public relations experience. Currently, Jose serves as Executive Director at La Casa Norte (LCN). In August of 2019 Jose was appointed by Mayor Lori Lightfoot and unanimously approved by Chicago’s City Council to serve as a Commissioner of the Chicago Park District. Jose has also served in the Illinois Governor’s Office as Chief Marketing Officer, where he led the Statewide wide rollout of the health insurance marketplace’s public education campaign.

Jose’s work was recognized nationally for engaging “hard to reach” groups (ethnic minorities, millennials, etc.). Jose also served as Deputy Commissioner for the City of Chicago’s Department of Public Health (CDPH) and has led the national launch of New Futuro, a social enterprise that reached over a million Latinos. Jose graduated Summa Cum Laude from Chicago State University’s College of Business with a Bachelor of Business Administration.



Carlos R. Charneco (Council Vice-Chair) is a retired State Employee with 38 years of state civil service. A graduate from Northwestern University he started his career with the Illinois Department of Employment Security (IDES) in 1980. He later worked for Central Management Services as the Diversity Manager and at the Illinois Department of Commerce & Economic Opportunity. In 2009 Mr. Charneco was the recipient of the William J. Harris Award, established by National Association of State Workforce Agencies (NASWA) to recognize excellence in the field of equal opportunity (EO). He has served as the past President of the Illinois Association of Hispanic State

Employees (IAHSE) and past President of the Illinois International Association of Workforce Professionals (IAWP).



Ana Guajardo Carrillo is a veteran, respected community leader and the co-founder and Executive Director of a community organization based in South Chicago who has spent much of her personal and professional career organizing on the Southeast Side of Chicago and the South Suburbs. Ana co-founded the Illinois Worker Cooperative Alliance and has worked as a community organizer with the Illinois Coalition for Immigrant and Refugee Rights (ICIRR). In 2008, Ana co-founded *Centro de Trabajadores Unidos* with a group of Southeast Side residents and workers and became the first Executive Director of the organization. Ana served in the Illinois National Guard for 7.5 years. She holds a Bachelor

of Arts Degree in Political Science from Chicago State University, master's degree in public policy from the University of Minnesota, Hubert H. Humphrey Institute and currently is a PhD student at Loyola University.



Patricia Mota currently serves as the President & CEO for the Hispanic Alliance for Career Enhancement (HACE), leading strategy, fundraising and development, leadership programs, and expanding impact on a national scale. Patricia leads with a diverse industry background, from co-founding a nonprofit, leading in community affairs for local government, marketing for corporate utilities company, to administration in higher education, to circling back to nonprofit at HACE as a Director in 2010, Sr. Director 2012, then CEO in 2015. Patricia has a strong history of serving the community and was most recently appointed as a Commissioner on

the Illinois Hispanic Employment Plan Council and named Crain's Business Chicago Top 25 Most Powerful Latinos. Patricia earned a double Bachelor of Arts degree from Indiana University-Bloomington in Spanish and Communication & Culture and a Master's in public Affairs (MPA) in Public Management from Indiana University's School of Public & Environmental Affairs (SPEA)-Indianapolis. Patricia is also a certified leadership coach, Insights Discovery© licensed.





Kenny Martín-Ocasio currently serves as the Senior Vice President of Community Integration at Aunt Martha’s Health & Wellness. He has worked in human services (substance abuse, mental health, domestic violence), and child welfare for over 32 years, and has dedicated his career working towards the professional, social economic, and educational advancement of minorities, especially Latinos and the LGBTQ community. He has served as president of the DuPage Hispanic Tas Force, co-chair of the Latino Consortium, member of the Illinois Latino Agenda, the Latino Youth Action Coalition, and in the Cook County President’s Latino Advisory. For the last twelve years, has served as a board member and volunteer of the Association of Latino(as) Motivation Action, he fights for equal rights of the Latino LGBT community. Kenny received his Bachelor of Arts, Special Education degree from Northeastern Illinois University, and a Master of Science in Health Services Administration.



Giraldo Rosales joins the fellow council members who have been instrumental in building a vision for identity- based outreach and recruitment efforts. Prior to beginning his service on the Council, Giraldo has led as a Serve Illinois Commissioner, Champaign County Board Member, and member of the Champaign City Council. In addition, Mr. Rosales brings expertise from his successful tenure promoting Latinx student and employee equity at the University of Illinois at Urbana-Champaign.



Roberto Sepúlveda is a Consultant and an HR Professional who has focused his efforts on increasing diversity and inclusion in the corporate world as well as increasing diversity in government and politics. His career has included diversity roles with Sara Lee Corp. and the Hispanic Alliance for Career Enhancement (HACE). An active figure in his community, he has served on the board of directors of the West Cook YMCA, the Triton College Community Advisory Committee, and the Maywood Rotary Club. He currently serves on the Board of Directors of *Centro de Información*. A native of Melrose Park, IL, Mr. Sepúlveda earned his MBA in 2010 from Dominican University’s Brennan School of Business (River Forest).





Dr. Layla Suleiman González has an extensive background in navigating complex intergovernmental, community, and philanthropic relationships and is deeply committed to inclusion, leadership development, stakeholder engagement, education, health and human services. Layla is currently the Director of the Human Services Program at Loyola University Chicago. Previously, Layla has worked at DePaul University as Assistant Professor, Department of Education Policy Studies and Research and Aunt Martha's Youth Service Center as Chief Strategy and Innovation Officer. Layla earned her Juris Doctorate and a Certificate from DePaul University College of Law; she also has a Ph.D. in Psychology and Bachelor of Science in Applied Psychology from the Loyola University Chicago



Governing Authority

Civil Administrative Code

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

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



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.

Race/Ethnicity: 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. **New Hires:** Employees are identified as a new hire in the year which they are first shown in the CMS Personnel Database. Employees which 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 FY23 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. **Senior Roles:** Employees where 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.

Contact Information

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Data Sourcing

Ascending order by number of Latinx new hires.

Representation of New Latinx Hires by Agency in FY23

	Agency	Number of New Latinx Employees	Total Agency New Hires	% of New Hires (Latinx)
1	Human Services	123	1,149	10.7%
2	Corrections	31	745	4.2%
3	Children & Family Services	25	354	7.1%
4	Healthcare & Family Services	10	142	7.0%
5	Veterans Affairs	8	127	6.3%
6	Employment Security	7	40	17.5%
7	Public Health	5	85	5.9%
8	Human Rights Department	4	13	30.8%
9	Transportation	4	158	2.5%
10	Workers Compensation Commission	4	19	21.1%
11	Commerce & Economic Opportunity	3	37	8.1%
12	Environmental Protection	3	63	4.8%
13	Financial & Professional Regulations	3	39	7.7%
14	Innovation & Technology	3	74	4.1%
15	Labor	3	17	17.6%
16	Natural Resources	3	80	3.8%
17	Agriculture	2	57	3.5%
18	Central Management Services	2	65	3.1%
19	Commission on Equity & Inclusion	2	7	28.6%

20	Criminal Justice Authority	2	14	14.3%
21	Liquor Control Commission	2	10	20.0%
22	State Fire Marshal	2	11	18.2%
23	Commerce Commission	1	4	25.0%
24	Emergency Management Agency	1	15	6.7%
25	Gaming Board	1	11	9.1%
26	Guardianship & Advocacy	1	17	5.9%
27	Illinois Torture Inquiry Relief Commission	1	6	16.7%
28	Revenue	1	96	1.0%

Table only includes agencies which hired Latinxs (14 agencies excluded).

Representation of Total Latinx Senior Hires in FY23 by Agency

Ascending order by number of new Latinx agency senior-level hires.

	Agency	Number of New Latinx Senior Employees	Total Agency New Senior Hires	% of New Senior Hires (Latinx)
1	Human Services	2	15	13.3%
2	Agriculture	1	2	50.0%
3	Commerce & Economic Opportunity	1	7	14.3%
4	Commission on Equity & Inclusion	1	5	20.0%
5	Healthcare & Family Services	1	2	50.0%
6	Human Rights Department	1	2	50.0%
7	Labor	1	1	100.0%
8	Natural Resources	1	7	14.3%
9	Public Health	1	5	20.0%
10	State Fire Marshal	1	1	100.0%
11	Transportation	1	12	8.3%

Table only includes agencies which hired Latinxs as senior employees (23 agencies excluded).

Representation of Total Latinx Employees in FY23 by Agency

Ascending order by number of Latinx new hires.

	Agency	Total Number of Latinx Employees	Total Agency Employees	% of Total Agency Employees (Latinx)
1	Human Services	1,443	13,043	11.1%
2	Corrections	473	11,772	4.0%
3	Children & Family Services	278	2,992	9.3%
4	Employment Security	211	1,041	20.3%
5	Healthcare & Family Services	142	1,694	8.4%
6	Transportation	119	2,182	5.5%
7	Veterans Affairs	66	1,210	5.5%
8	Public Health	65	1,132	5.7%
9	Juvenile Justice	53	710	7.5%
10	Revenue	53	1,286	4.1%
11	Financial & Professional Regulations	50	426	11.7%
12	State Police	38	911	4.2%
13	Human Rights Department	37	122	30.3%
14	Commerce & Economic Opportunity	27	299	9.0%
15	Innovation & Technology	27	1,149	2.3%
16	Central Management Services	22	665	3.3%
17	Environmental Protection	21	654	3.2%
18	Labor	18	90	20.0%
19	Natural Resources	16	1,108	1.4%
20	Aging	15	139	10.8%
21	Guardianship & Advocacy	15	120	12.5%
22	Lottery	15	149	10.1%
23	Workers Compensation Commission	13	104	12.5%
24	Agriculture	12	376	3.2%
25	Gaming Board	12	170	7.1%
26	Commission on Equity & Inclusion	8	18	44.4%

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27	Human Rights Commission	8	16	50.0%
28	Insurance	8	212	3.8%
29	Criminal Justice Authority	7	83	8.4%
30	Liquor Control Commission	7	48	14.6%
31	State Fire Marshal	4	144	2.8%
32	Arts Council	3	14	21.4%
33	Commerce Commission	3	55	5.5%
34	Military Affairs	3	123	2.4%
35	Emergency Management Agency	2	87	2.3%
36	Illinois Torture Inquiry Relief Commission	2	9	22.2%
37	Property Tax Appeal Board	2	38	5.3%
38	State Retirement Systems	2	93	2.2%
39	Capital Development Board	1	47	2.1%
40	Labor Relations Board Educational	1	7	14.3%
41	Prisoner Review Board	1	23	4.3%
42	Racing Board	1	2	50.0%

Table only includes agencies which currently have Latinx employees (11 agencies excluded).

Appendix

Individual agency outreach materials and all agency survey answer documents can be found online as 2023 Employment Plan Appendix at:

<https://cms.illinois.gov/personnel/dep/hep.html>

