



State of Illinois  
Department of Central Management Services

# NATIVE AMERICAN

## FY2020 Employment Plan Report



July 1, 2019 – June 30, 2020

# Purpose of this Report

## Acknowledgment of Native Lands and Peoples

The lands that we now call Illinois are the ancestral homelands of many Tribal Nations including: the people of the Council of the Three Fires: the Ojibwe, Potawatomi, and Odawa, the Peoria, Kaskaskia, Piankashaw, Wea, Miami, Mascoutin, Sauk and Fox, Mesquaki, Kickapoo, Ho-Chunk, Menominee, and Chickasaw Nations. Today Native peoples from over 100 Tribal Nations continue to call these lands home.

While centering the lived experiences and voices of Native peoples, we have a responsibility to acknowledge and actively address histories of dispossession and erasure and the role that Illinois has played in these colonial practices. We begin this report by recognizing that Native peoples are not only a part of Illinois' history but continue to play a vital role in our state's future. With Tribal sovereignty at the center we commit to increasing the number of Native American peoples employed by the state of Illinois and will work to increase culturally responsive outreach and engagement.

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

In accordance with 20 ILCS 60/15(b), the Illinois Department of Central Management Services submits the following report to the Illinois General Assembly on or before February 1, 2021.

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<sup>1</sup>A federally recognized Tribe is an American Indian or Alaska Native Tribal entity that is recognized as having a government-to-government relationship with the United States, with the responsibilities, powers, limitations, and obligations attached to that designation, and is eligible for funding and services from the Bureau of Indian Affairs.

Furthermore, federally recognized Tribes are recognized as possessing certain inherent rights of self-government (i.e., Tribal sovereignty) and are entitled to receive certain federal benefits, services, and protections because of their special relationship with the United States. At present, there are 574 federally recognized American Indian and Alaska Native tribes and villages. <https://www.bia.gov/frequently-asked-questions>.

<sup>2</sup>As a general rule, an American Indian or Alaska Native person is someone who has blood degree from and is recognized as such by a federally recognized Tribe or Village (as an enrolled Tribal member) and/or the United States. Blood quantum (the degree of American Indian or Alaska Native blood from a federally recognized tribe or village that a person possesses) is not the only means by which a person is considered to be an American Indian or Alaska Native. Other factors, such as a person's knowledge of his or her Tribe's culture, history, language, religion, familial kinships, and how strongly a person identifies himself or herself as American Indian or Alaska Native, are also important. There are major differences, however, when the term "American Indian" is used in an ethnological sense versus its use in a political/legal sense. The rights, protections, and services provided by the United States to individual American Indians and Alaska Natives flow not from a person's identity as such in an ethnological sense, but because he or she is a member of a federally recognized Tribe. <https://www.bia.gov/frequently-asked-questions>.

# Letter from CMS Director Janel L. Forde

To the Esteemed Members of the General Assembly:

Diversity, equity and inclusion continues to be a pinnacle opportunity for growth in all areas of state government. This sentiment is even more present and true now more than ever before. Illinois has an opportunity and a responsibility to ensure that people's government is indeed a reflection of the rich, diverse populations who make up this great state of Illinois.

The latest State employment insights show that the percentage of total Native American employees in Illinois State government has increased slightly from FY19 to FY20, from 0.40% (182) to 0.41% (192). There is still work to be done to further grow the employee population.

CMS worked with the current administration to form the Native American Employment Plan Advisory Council in December 2020. This year, CMS became more engaged with members of each employment plan council. I hosted a virtual session with the chairs of each Employment Plan council, including Chair Andrew Johnson (Native American Employment Plan Council Chair), to learn more about their work in our communities and their vision as council members. The Councils have been good partners and we look forward to continuing the partnership and learning from their leadership to help us with our hiring goals and initiatives to increase the Native American representation in our government's workforce. I would like to thank all of the Native American Employment Plan Council members for their passionate commitment to the State and contributions to this report.

Calendar year 2020, proved to be unconventional. Coronavirus/COVID-19 briefly apprehended business operations, however, the State responded in a resilient way. In-person job fairs and interviews transitioned to a virtual format. Most of the State's employees began working remotely and started adjusting to a "new normal". CMS took some important steps to ensure that we were able to remain connected to our agency partners. As a result, CMS launched, in July, a Statewide Recruitment Call for all agency recruiters and/or human resources personnel. This call was in addition to the daily then weekly Personnel Officer's call which also provided an opportunity to discuss recruitment and outreach strategies. The monthly, virtual calls are a way for CMS to not only share information about the ever-changing hiring processes, but to also talk about challenges and seek assistance for their respective diversity recruitment efforts.

The Illinois Department of Central Management Services stands firm and committed to ensuring that our personnel operations are equitable. We look forward to working more closely with you as we endeavor on this journey to fostering an inclusive and diverse working environment within the State of Illinois.



Sincerely,  
Janel L. Forde  
Director, Illinois Department of Central Management Services

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# I. Executive Summary and Key Takeaways

Ensuring that Illinois' workforce reflects its unique, diverse populace is important. Diversity, equity and inclusion remains paramount and a top priority to the Illinois Department of Central Management Services (CMS).

Since last year's Employment Plans were filed, the State of Illinois (State) has made progress with initiatives connected to enhancing the current and piloted hiring process as well as the in-development, human capital management (HCM) system. The implementation has occurred in phases. Currently, CMS has dramatically improved the hiring process time with cycles averaging just 45 days for merit compensation positions, compared to the pre-reform averages of 330 or more. The goal is to move forward to full implementation over the course of 2021 as the HCM is fully brought online and leverages Success Factors, a more advance tool for applicant data collection. This hiring reform process is transforming our process from a paper exchange to an electronic process. This change provides CMS with real time data tracking capabilities that will allow for the opportunity to be more strategic, timelier, and intentional in our diverse recruiting and outreach efforts moving forward.

CMS continues to partner with the newly formed Native American Employment Plan Council (Council) members with their first meeting occurring in December 2020. The Council will be an integral part in developing an authentic recruitment strategy for 2021 that will help the State be a better option for Native American job seekers at all levels, making sure CMS aware of the unique opportunity to connect with Native communities across the State.

Whereas the State still has an opportunity to make significant advancement in hiring Native American employees, below are a few insights from the FY20 report data:

- The percentage of Native Americans working for the State of Illinois has increased slightly from FY19 to FY20, from 0.40% (182) to 0.41% (192). During FY20, 0.5% (21) of new employees onboarded were identified as Native American. Comparatively, The Illinois population (of those who identify with a single race) is 0.6% (about 76,000) Native American.
- Of the 21 new Native American hires for FY20, two were senior hires, or 14% of the new hires and is well over 100,000 of those that identify as American<sup>3</sup> Indian and a combination of races<sup>4</sup>.
- At the end of FY20, 16% (30) of Native American State employees were veterans, compared to 17% (34) of other State employees, which is a slight decrease from FY19, when 19% of Native American employees were veterans. Conversely, there were no Native American veteran hires during FY20.

Even with updated processes and systems which are currently in place, CMS recognizes that there is still an opportunity to really strengthen internal and external relationships to expand the representation of Illinoisans in Native American communities statewide. This employment plan will offer a look into the State's current hiring landscape and identify opportunities and solutions that will help in continuing this administration and CMS' commitment to ensuring that this State's government workforce is reflective of the rich diversity of the people it serves. It will identify the next steps and the important relationships that are needed to improve hiring and provide the equity needed for Native American Illinoisans.

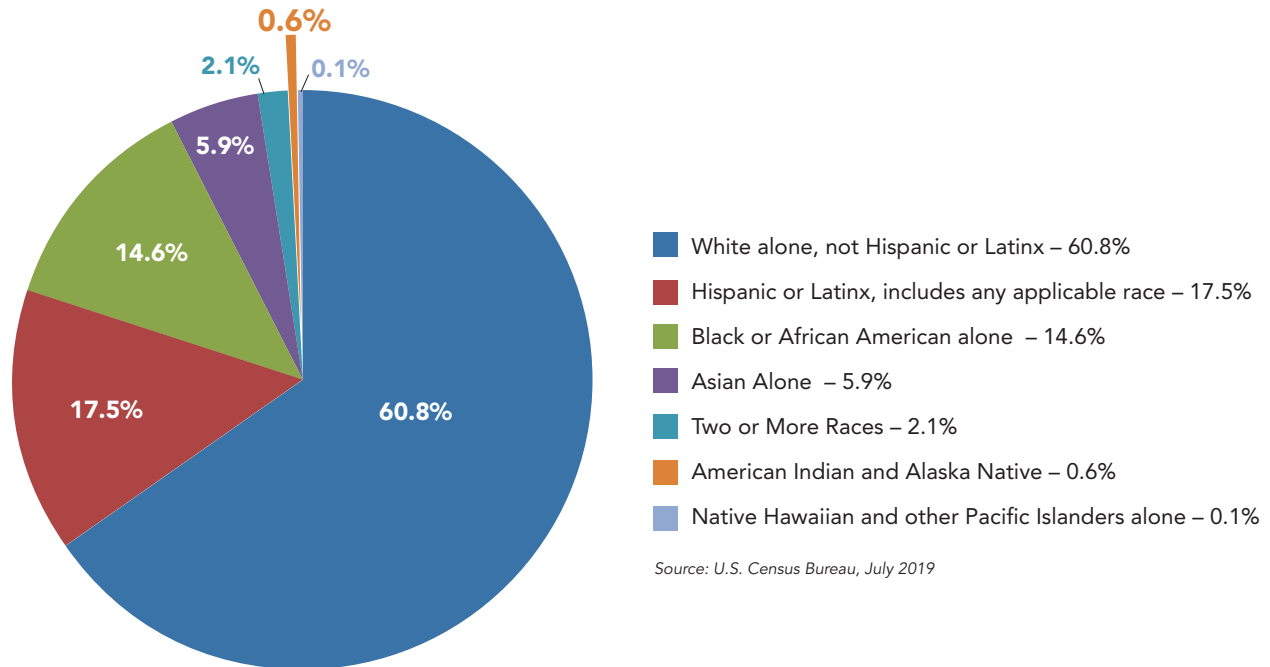
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<sup>3</sup>Source: US Census, July 1, 2019: <https://www.census.gov/quickfacts/fact/table/IL,US/RHI325219>

<sup>4</sup>Source: <https://www.census.gov/prod/cen2010/briefs/c2010br-10.pdf>

## II. New Hires, Senior Hires and Hires by Agency

As the State's lead in people function, 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 unit of the more than 44,000 people who make up the State's workforce.



### Illinois Native American Population to State Government Workforce

The latest Illinois population trends from the U.S. Census offers important context to better understand the State's focus on diversifying its career opportunities. In 2019, Illinois reported an overall population total of about 12.6 million. That was a decrease of roughly 48,000 people from the year prior in 2018 (12.7 million total), a difference of -0.9%<sup>1</sup>.

While the overall population decreased, diverse population groups continued to experience growth. The chart above illustrates the diverse population groups represented in the State. The Illinois Native American population is under 1%, or about 76,000<sup>5</sup> people. The State strives to achieve representation parity within its workforce, however, there is still a critical opportunity to reach this goal. The latest State employment insights show that the percentage of total employees who identify as Native American increased slightly from FY19 to FY20, from 0.40% (182) to about 0.41% (192, or 25% of the State's total Native American population).

<sup>5</sup>Source: US Census, July 1, 2019: <https://www.census.gov/quickfacts/IL>

## Native American New Hire Profile

During FY20, 1% (21) of new hires onboarded identified as Native American. Fourteen percent of the new Native American hires for FY20 were considered senior (exempt employees, positions appointed by the Governor). As it relates to new senior hires, 14% (2) were onboarded in FY20. There are other code-covered senior positions as well at the State. Those are titles of senior public service administrator and public service administrator. In FY19, there were a combined 12 Native Americans in both categories, compared to 14 for the same in FY20. Realizing there is a significant opportunity to increase the State's Native American hires, it is equally important to increase senior leadership Native American representation as well.

As for gender, Native American women represented more than half of the new hires for FY20. Fifty-two percent or (10) of new Native Americans employees onboarded were female hires. Native American women hires, overall remained close to the same from FY19 (48% or 87) to FY20 (46% or 88). Even with the total numbers, there are still more Native American female State employees compared to male employees.

The representation of Native American State employees who are veterans presents an opportunity for growth as well. Of the new Native American hires for FY20, there were none who were veterans. The insights for Native American total veteran hires decreased from FY20 to the year prior in FY19. As of the end of FY20, 16% (30) of Native American State employees were veterans, compared to 17% (34) of other State employees.

What the data indicates is that it is crucial that CMS work very closely with the newly formed Native American Council. There are significant nuances among Native American population that should be considered when the State recruits for hires. Steps to help better present State career opportunities to Native American Illinoisans are outlined later in this report.

## Hires by Agency

The next charts provide a look at how Native American employees are represented by agencies according to data collected by CMS in FY20 (July 1, 2019 – June 30, 2020).

### Representation of New Native American Hires by Agency in FY20

Note: Chart is organized in ascending order by number of Native American new hires.

AGENCY	NUMBER OF NEW NATIVE AMERICAN HIRES (FY20)	TOTAL AGENCY NEW HIRES (FY20)	% OF NEW HIRES (NATIVE AMERICAN)
Human Services	8	1,603	.50%
Corrections	6	981	.61%
Juvenile Justice	2	83	2.41%
State Police	1	34	2.94%
Public Health	1	62	1.61%
Central Management Services	1	68	1.47%
Veterans Affairs	1	120	0.83%
Children and Family Services	1	259	0.39%

## Representation of Total Native American Employees in FY20 by Agency

Note: Chart is organized in ascending order by number of Native American employees.

AGENCY	Total Number of Native Americans (FY20)	Total Agency Employees (FY20)	% Total Agency Employees (FY20)
Corrections	63	12,833	0.49%
Human Services	52	12,942	0.40%
Public Health	13	1,120	1.16%
Transportation	13	3,746	0.35%
Innovation and Technology	8	1,094	0.73%
Juvenile Justice	6	889	0.73%
Veterans Affairs	5	1,192	0.42%
Children and Family Services	5	2,589	0.19%
Employment Security	4	1,041	0.35%
Central Management Services	3	861	0.35%
Healthcare and Family Services	3	1,538	.20%
Aging	2	134	1.49%
Agriculture	2	309	.065%
Natural Resources	2	1,159	0.17%
Revenue	2	1,387	0.14%
Statewide Retirement Services	1	97	1.03%
Guardianship and Advocacy	1	101	0.99%
Military Affairs	1	129	0.78%
Insurance	1	201	.50%
Gaming Board	1	385	0.26%
Environmental Protection Agency	1	594	0.17%



## 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, six reported having a liaison to the Native American community. Thirty-three-nine did not. seven agencies reported having staff with authority oriented toward Native American recruitment, three with authority oriented toward both Native American hiring/promotions and Native American policy creation, and four with authority oriented to Native American interviews.

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

QUESTION	Total Native Americans	Total Employees	% of Native Americans
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2020?	11	4,788	0.2%
How many employees in your agency received tuition reimbursement in FY20?	12	3,224	0.4%
How many paid interns did your agency hire during FY20?	1	247	0.4%
How many interns did your agency hire during FY20 who worked in exchange for educational credit?	2	141	1.4%
How many interns did your agency hire during FY20 who were unpaid and did not work in exchange for educational credit?	2	54	3.7%

## Employee Pathways and Professional Development

Relative to the population of Native American employees working for the State, agencies reported an underrepresentation of Native American interns. Creating a pathway for interns to gain practical experience through the State's various internship programs will only enhance the opportunities for future employment.

## Community Improvement and Human Resources

CMS recognizes there is a prime opportunity to strengthen relationships with Native American advocacy and career development organizations across the State. When asked, nine agencies responded having Native American employee representation responsible for recruitment effort; four agencies have Native American employee representation for interviews; three agencies have Native American employees who policy makers.

## Opportunity to Improve or Enhance Recruitment efforts


CMS recognizes the immediate need for more action and intentional steps for recruitment of Native Americans. To start, CMS has already initiated a statewide recruitment call with agencies and has engaged the Native American Employment Plan Advisory Council as a participant with plans for more engagement with these groups in FY21. This monthly call brings all state agency human resources plus outreach and recruitment teams together to discuss opportunities for reaching more diverse applicant pools. This collaboration will continue to evolve as ideas, contacts, events, and resources are discussed and shared.

## Other Action Items for FY21


- **Recruitment:** CMS will work with the Native American Employment Plan Advisory Council to establish a strategic plan which will focus on recruitment, hiring and retention of Native American candidates by quarter 1 CY21 for all Illinois State agencies.. This plan will be heavily focused on potential community partnerships with Native American groups within the State and include a calendar of events that will help organize and track engagements throughout the year.
  - **CMS** will share formal plans and strategies with other agencies to help assist in these recruitment efforts. This should serve as a guide for Native American employment.
  - Develop an outreach plan or protocol for State agencies to engage Native candidates through recruitment via Tribal Nations, Urban Indian serving organizations, Native media and other Native interfacing entities.
- **Hiring:** CMS is addressing the overall hiring process but will need to ensure that more interview panels are inclusive of Native American employees. In addition to interview panels, CMS will work with the Native American Council members to ensure a better tribal identification process for candidates and current employees – one of the nuances for Native Americans that is a crucial differentiation from other diverse groups.
- **Self-Identification:** In addition to interview panels, CMS will work with the Native American Employment Plan Advisory Council members to ensure a better identification process for candidates and current employees. Enrolled members of Federal and state recognized Tribes have a unique sovereign/trust relationship with the government. This is one of the distinctions for Native Americans that is a crucial differentiation from other diverse groups that goes beyond race and ethnicity. These efforts and documentation can minimize the risk of misrepresentation.
- **Internships:** Creating a pathway to funnel great talent for State jobs begins with a strong internship foundation. The State currently has limited paid internship opportunities that can be utilized as a recruitment tool. CMS is committed to collaborating, with guidance from Employment Plan Councils and internal partners to increase reach for Native American candidates for these internship opportunities.
  - **Other Internships:** Other agencies, including, CMS have unpaid internship opportunities which do allow students the opportunity to receive academic credit for their work. CMS will work to provide a guide or structure on this internship process to provide more to the program across all agencies who participate.
- **Retention:** CMS will work to organize an internal focus group of current Native American employees in FY21 to listen to experiences and suggestions on the resources needed to support and compile responses for strategies that will help CMS create more of an inclusive work culture at the State.
- **Mobility:** CMS will ensure current American Indian employees are aware of other opportunities in other agencies of the State can included other opportunities to pursue additional education/training, professional development and participation in other programs offered to State employees.
- **Areas of Future Interest:**
  - Building capacity of staff
  - Improve agency liaisons and communication
  - Introduce and educate all state employees and leaders to the history and contributions made by Native Americans


# III. Hiring Reform Update and Implementation


## The Reformed Hiring Process


 Reduce paper and utilize an online application process


 Improve transparency & visibility

 Reduce opportunities for bias

 Decrease hiring time (35 - 45 days)

 Align candidates more closely to positions

 Increase the number of qualified & diverse candidates

 Improve collaboration between CMS and agencies

Hiring reform is a priority of the Pritzker administration. The new hiring reform process has gone through multiple pilot sequences with multiple state agencies and is moving forward with full implementation in 2021. The implementation of the new process is coupled with the integration of all state agencies into a new Human Capital Management (HCM) system to fully automate all personnel management functions. The move to the new hiring process as well as the use of the new HCM system, SuccessFactors, is underway and will continue through to 2022.

These process and system improvements are a much-needed tool for the State to modernize hiring and to attract diverse candidates. The improved hiring process puts the State in a position to expand candidate searches, but also addresses a dated system which did not prove to be an efficient process for the hiring of diverse candidates. The graphic above describes, at a high-level, the priority issues addressed in the new hiring reform process. In order for the State of Illinois to begin achieving parity in hiring diverse candidates, a focus on equity also became apparent.

With enhanced best practices and an electronic process on the way, CMS must make sure there is special attention placed to reach those communities which still experience a digital divide—with little to no access to broadband services. In the case of the Native American community, CMS will outline an action item further in this report that will help illustrate the attention that will be given to this issue.

Job postings in the new hiring process are now available on more than 60 websites. Even the job descriptions have been reevaluated and feature more descriptive titles, addressing the frequent use of internal jargon that was not as familiar with external audiences. In addition to updated titles, bulleted descriptions help better summarize open vacancies and align candidates more closely to these positions. Another important part of the hiring process focused on the significant reduction of time allotted to the process. Before the implementation of the new hiring process, an average hiring cycle took upwards of more than 100 days to complete. Now, that time has decreased to an average of 45 days.

## IV. Employment Plan Advisory Council

### Native American Employment Advisory Plan Council

CMS is required per the [Civil Administrative Code](#), to partner and work with Governor-appointed subject matter experts, who make up the Native American Employment Plan Council, to examine and assist in providing solutions for the following:

- The prevalence and impact of Native American state employees.
- The barriers faced by Native American candidates who seek employment or promotional opportunities in state government.
- Additional professional development, education and training opportunities that could be offered to foster the employment and promotion of African American employees in State government.

### Statement from the Council

Members of the Native American Employment Plan Advisory Council would like to express their appreciation to the honorable members of the General Assembly and Governor J.B. Pritzker for the passage and signing of this Act. Illinois is one of the few states without federally or state recognized trips or tribal lands held in trust; this historic action will serve as an example for other states that the vibrant American Indian community can be embraced and included and their talents and skills utilized. Our inaugural meeting was held in December 2020 and initiates a new era and relationship with Natives in Illinois. The content of this report shows how far we need to go for proper equitable representation, but we look upon and embrace this as an opportunity to increase our participation and contribution in the workforce and public service of our great state.

The members would also like to extend a special thanks to:

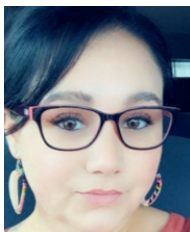
**Senate Sponsors:** Sen. Suzy Glowiak Hilton and Sen. Christina Castro

**House Sponsors:** Rep. Terra Costa Howard, Rep. Michelle Mussman, and Rep. Elizabeth Hernandez

In FY20, the following community and industry leaders were part of the Native American Employment Plan Advisory Council:



**Andrew Johnson (Council Chair)** is an enrolled member of the Cherokee Nation. He currently serves as the Executive Director of the Native American Chamber of Commerce of Illinois and President of Cherokee Asphalt Solutions, LLC. Mr. Johnson also served as the Executive Director of the American Indian Center of Chicago. Previous employers have included Oracle Corporation, PricewaterhouseCoopers and Deloitte. He is a CPA and received his MBA from the University of Southern California.



**Nichole Boyd** currently serves as Director, Native American House Office of Inclusion and Intercultural Relations at the University of Illinois at Urbana Champaign in Urbana, IL. She is also an Adjunct Faculty member of the Department of History at Ivy Tech Community College. Nichole serves as the Vice Chair for the Illinois State Museum Society Board and is a member of the Chicago American Indian Community Collaborative (CAICC). Nichole grew up in Chicago and received her Master of Arts Degree in History from Southern Illinois University Carbondale, Bachelor of Science

Degree from Southern Illinois University Carbondale, and an associate degree from Highland Community College.



**Matthew Beaudet Nis Siposh** (Twin Rivers) Beaudet is an enrolled citizen of the Montauk Tribe of Indians. He also serves as legal counsel to the tribe and serves on the Council of Elders. He is the co-founder and past president of the Illinois Native American Bar Association; former faculty member at the Native American Educational Services (NAES) College, and former faculty member of the National Tribal Judicial Center. He served as a delegate in the Native American Caucus for the 2008 Democratic National Convention. He is also the recipient of the Illinois State Bar Association's Community Service Award in recognition for legal service and advocacy for the Native American community. He was appointed by Mayor Lori Lightfoot to serve as the Commissioner of the Chicago Department of Buildings. The appointment marked the first time in Chicago history that a Native American was appointed to lead a Chicago department or agency. Mr. Beaudet received a bachelor's degree from Loyola University of Chicago and his law degree from the John Marshall Law School.



**Tim Blanks** a Native American member of the Lumbee Tribe of North Carolina. Blanks received a master's degree in Education Administration from DePaul University. He is the owner and president of American Metal Manufacturing Inc. in Chicago. He is currently the President of Board of Directors of the Native American Chamber of Commerce of Illinois. He is the former President of the Board of Directors of the American Indian Center of Chicago.



**Wendy K. White Eagle** is the President and Chair of the Board for Native Capital Investment, Inc. As member of the Ho-Chunk Nation, she has first-hand knowledge of Tribal operations from strategic planning to business development. She has more than 25 years of business building experience in the utility, financial, and manufacturing sectors specialization is in helping companies build high performing processes to actualize business impact. Ms. White Eagle is skilled at integrating various strategic approaches –from Six Sigma to Customer Relationship Management – into organizational culture. In addition to large corporate experience, she has been involved in circles of worldwide thought leadership in Sustainable Business and mindful development. Ms. White Eagle graduated from Edgewood College with a Bachelor of Science in Communications and completed graduate work at the Center for Quality and Productivity, School of Business, University of Wisconsin-Madison.



**Heather Miller** is an enrolled citizen of the Wyandotte Nation from Oklahoma. She graduated from Miami University with a Bachelor of Science in Philosophy and then received her Masters of Native American Studies from Montana State University. Most recently, Heather led Chicago's American Indian Center as their executive director and currently is working as a consultant with foundations to implement American Indian perspectives into grantmaking practices. Heather volunteers as the Vice- President of the Board of the Chicago Cultural Alliance, is a member of the City of Chicago's Monuments and Memorials Committee, and the Department of Culture and Special Events Cultural Advisory Council. She is also a graduate of the Leadership, Apprentice, Economic and Development program through First Nations Development Fund and a graduate of the Cascade Executive Program through the University of Washington. Additional recognitions include 2019 Leaders for a New Chicago Awardee, 2020 Promising Leader Award and 2020 Crain's Business 40 under 40.



**Peter Poirot** was born and raised in Nashville, Illinois. He is a self-employed bricklayer and contractor. Mr. Poirot attended Nashville High School and two years of junior college. He also has the distinguished honor of being an Eagle Scout.





**Pamala M. Silas** is a member of the Menominee Indian Tribe and an Oneida descendant. She has a Bachelor of Science in Economics from DePaul University and a Certification in Association Management (CAE). For over 25 years, Pam has led local and national nonprofit organizations that address issues of equity, leadership, community development and education in underrepresented communities. Pam has also provided executive leadership for organizations such as National American Indian Housing Council in Washington, D.C., the Native American Journalists Association and American Indian Science & Engineering. She currently works for Northwestern University as the Associate Director for the Center for Native American and Indigenous Research that operates as a hub for multidisciplinary, collaborative work informed by and responsive to Native American and Indigenous communities.



**Susan Stanley** has been employed with the California Indian Manpower Consortium, Inc. (CIMC, Inc.) for 19 years as a Workforce Development Coordinator III. CIMC, Inc. provides Native American Employment and Training to Native Americans in the State of Illinois and three counties in Iowa—Scott, Clinton, and Muscatine. The organization aids with job searches, career pathways and supportive services to clients in several ways. Stanley works with Social Service programs from all counties and enjoys learning what assistance is available to those in need.



**Kim Vigue** has worked for the advancement of tribal public health and education for more than 20 years by helping many of the leading tribal organizations, federal agencies, nonprofit, and private sector entities develop and deliver complex, culturally relevant initiatives and campaigns designed to improve the well-being of Native American communities. Kim has worked with federal partners, tribal leadership, health care practitioners, and community-based organizations to collaboratively implement programming to promote healthy solutions, raise awareness, and generate positive change for Native children, families, and communities. Before founding Wolf River Consulting Group, Kim was the Communications Director at the U.S. Department of the Interior's Bureau of Indian Education, providing oversight of all communication strategies and media relations for its 48,000 students, 183 schools, and post-secondary institutions. Kim is an enrolled member of the Oneida Nation, a descendant of the Menominee Tribe, and holds an M.S. in Anthropology from the University of Wisconsin.

## V. Governing Authority

### **Native American Employment Plan Act**

<https://ilga.gov/legislation/ilcs/ilcs3.asp?ActID=4033&ChapterID=5>

CMS is statutorily designated to develop the Native American Employment Plan, monitor state agency compliance and receive agencies' annual reports regarding their efforts to implement the prior year's Native American Employment Plan. CMS sends state agencies an annual Native American Employment plan survey to gather the necessary data.

Agency survey responses include metrics as representation in top leadership positions, interview panel diversity, diversity of human resources staff, and career development participating rates.



# VI. Data Sourcing, Methodology and Appendix

## Representation of Native American New Employees by Agency (Full Graph)

AGENCY	Total Number of Native Americans (FY20)	Total Agency Employees (FY20)	% Total Agency Employees (FY20)
Corrections	63	12,833	0.49%
Human Services	52	12,942	0.40%
Public Health	13	1,120	1.16%
Transportation	13	3,746	0.35%
Innovation and Technology	8	1,094	0.73%
Juvenile Justice	6	889	0.73%
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Children and Family Services	5	2,589	0.19%
Employment Security	4	1,041	0.35%
Central Management Services	3	861	0.35%
Healthcare and Family Services	3	1,538	.20%
Aging	2	134	1.49%
Agriculture	2	309	.065%
Natural Resources	2	1,159	0.17%
Revenue	2	1,387	0.14%
Statewide Retirement Services	1	97	1.03%
Guardianship and Advocacy	1	101	0.99%
Military Affairs	1	129	0.78%
Insurance	1	201	.50%
Gaming Board	1	385	0.26%
Environmental Protection Agency	1	594	0.17%

The following agencies reported no Native American Employee representation:

Arts Council	Labor Relations Board (Illinois)
Capital Development Board	Law Enforcement Training and Standards Board
Civil Service Commission	Lincoln Presidential Library and Museum
Deaf and Hard of Hearing Commission	Lottery
Developmental Disabilities Council	Pollution Control Board
Emergency Management Agency	Prisoner Review Board
Human Rights Commission	Property Tax Appeal Board
Human Rights Department	Racing Board
Illinois Torture Inquiry Relief Commission	State Fire Marshal
Investment Board	State Police Merit Board
Labor	Workers Compensation Commission
Labor Relations Board (Educational)	

## RESOURCES

### **Tribal Nations and the United States: An Introduction**

<https://www.ncai.org/about-tribes>

[https://www.ncai.org/tribalnations/introduction/Indian\\_Country\\_101\\_Updated\\_February\\_2019.pdf](https://www.ncai.org/tribalnations/introduction/Indian_Country_101_Updated_February_2019.pdf)

The guide, developed by the National Congress of American Indians, seeks to provide a basic overview of the history and underlying principles of tribal governance. The guide also provides introductory information about tribal governments and American Indian and Alaska Native people today. The purpose of the guide is to ensure that policy decision makers at the local, state, and federal level understand their relationship to tribal governments as part of the American family of governments. Additionally, this guide provides the information necessary for members of the public at large to understand and engage effectively with contemporary American Indian peoples.

### **Adversity and Resiliency for Chicago's First: The State of Racial Justice for American Indian Chicagoans**

Although Native American Chicagoans play a central role in the social fabric of the city, relatively little attention has been directed to documenting the experiences of racial discrimination and inequities for Native American Chicagoans. In this report, we examine the state of racial justice for Native Americans in Chicago.

The report is organized across five substantive areas, Population, Housing, (Mis)Representations of American Indians in Popular Culture, Education, Economics, and Justice, each focusing on a different aspect of racial equity. In each section, we draw on available data to describe the current conditions and experiences of Native American Chicagoans, including areas where they are thriving and areas where they are negatively affected by the legacy of racial exclusion as well as ongoing discrimination.

- Download a PDF of the report
- Download infographics from the report
- Download PowerPoint presentations from the report

### **Culture Card: A Guide to Build Awareness: American Indian and Alaska Native**

<https://store.samhsa.gov/sites/default/files/d7/priv/sma08-4354.pdf>

This guide is intended to serve as a general briefing to enhance cultural competence while providing services to AI/AN communities. (Cultural competence is defined as the ability to function effectively in the context of cultural differences.) A more specific orientation or training should be provided by a member of the particular AI/AN community. Service providers should use this guide.

### **Native American and Indigenous Peoples FAQs**

<https://equity.ucla.edu/know/resources-on-native-american-and-indigenous-affairs/native-american-and-indigenous-peoples-faqs/>

To learn more about Native American and Indigenous Affairs, here are some frequently asked questions.



## How to Determine If You Are Native American/ American Indian

DNA test results do not qualify an individual as Native American/ American Indian. Each tribe has its methods and requirements to become an enrolled member or citizen.

From the federal government's position, the definition is "any person who is a member of any Indian tribe, band, group, pueblo or community that is recognized by the Federal Government as eligible for services from the Bureau of Indian Affairs (BIA) in accordance with 25 U.S.C. 1452(c) and any "Native" as defined in the Alaska Native Claims Settlement Act (43 U.S.C. 1601)."

Documentation required by individuals include a Certified Degree of Indian Blood (CDIB) card and Tribal Enrollment Card.

Please refer to the following for further information:

### **A GUIDE TO TRACING AMERICAN INDIAN & ALASKA NATIVE ANCESTRY**

[https://www.bia.gov/sites/bia.gov/files/assets/public/ois/pdf/Guide\\_to\\_Tracing\\_American\\_Indian\\_Alaska\\_Native\\_Ancestry.pdf](https://www.bia.gov/sites/bia.gov/files/assets/public/ois/pdf/Guide_to_Tracing_American_Indian_Alaska_Native_Ancestry.pdf) [https://www.bia.gov/sites/bia.gov/files/assets/public/ois/pdf/Guide\\_to\\_Tracing\\_American\\_Indian\\_Alaska\\_Native\\_Ancestry.pdf](https://www.bia.gov/sites/bia.gov/files/assets/public/ois/pdf/Guide_to_Tracing_American_Indian_Alaska_Native_Ancestry.pdf)

## **GLOSSARY**

The stories of Native Americans have too long been written by outsiders who did not understand the culture. While many of the included terms seem familiar, many have precise meanings, or may need to be disabused of some casual imprecision after years of misuse.

This glossary should be a primer for anyone — in policy, media, or simply general conversation — who wishes to discuss the issues facing Native populations today.

### **American Indian (AI)/Alaska Native (AN)**

As used in the United States Census, an American Indian/Alaska Native is a person "having origins in any original peoples of North and South America (including Central America) and who maintains cultural identification through tribal affiliation or community recognition." This term is often used in reference to collected data about the population.

### **Indian Country**

Indian Country legally refers to "(a) all land within the limits of any Indian reservation under the jurisdiction of the United States Government, notwithstanding the issuance of any patent, and, including rights-of-way running through the reservation, (b) all dependent Indian communities within the borders of the United States whether within the original or subsequently acquired territory thereof, and whether within or without the limits of a state, and (c) all Indian allotments, the Indian titles to which have not been extinguished, including rights-of-way running through the same."

### **Indian Reservation**

An Indian Reservation "is an area of land re-served for a tribe or tribes under treaty or other agreement with the United States, executive order, or federal statute or administrative action as permanent tribal homelands, and where the federal government holds title to the land in trust on behalf of the tribe."



## **Native Food Sovereignty**

Native food sovereignty refers to “the right of American Indians, Alaska Natives, and Native Hawaiians to produce their own traditional foods on their own lands to sustain themselves, their families and their communities.”

## **Sacred Site**

Sacred Site refers to “any specific, discrete, narrowly delineated location on Federal land that is identified by an Indian tribe, or Indian individual determined to be an appropriately authoritative representative of an Indian religion, as sacred by virtue of its established religious significance to, or ceremonial use by, an Indian religion; provided that the tribe or appropriately authoritative representative of an Indian religion has informed the agency of the existence of such a site.”

## **Traditional Ecological Knowledge**

Traditional Ecological Knowledge is “a cumulative body of knowledge, practice and belief evolving by adaptive processes and handed down through generations by cultural transmission, about the relationship of living beings (including humans) with one another and with their environment.”

## **Tribal Consultation**

Tribal Consultation “is a process that aims to create effective collaboration with Indian tribes and to inform Federal decision-makers. Consultation is built upon government-to-government exchange of information and promotes enhanced communication that emphasizes trust, respect, and shared responsibility.”

## **Tribe**

Tribe, otherwise called a “federally recognized (Indian) Tribe,” refers to any American Indian or Alaska Native tribal entity with a government-to-government relationship with the U.S. that is entitled to federal trust obligations. There are currently 567 federally recognized tribes in the United States. Each tribe is distinct, with its own culture, traditions, language, and community. CNAY, however, also represents state-recognized tribes and tribes not recognized by state or federal governments. When using the word tribe in our work, we are referring to all tribes in the United States unless specifically outlined as a federally recognized tribe.

## **Trust and Treaty Obligation**

Trust and Treaty Obligation refers to the federal government’s responsibility “to protect tribal treaty rights, lands, assets, and resources, as well as a duty to carry out the mandates of federal law with respect to American Indian and Alaska Native tribes and villages.”

## **Additional sites**

### **Native Language: Modern Terms for Understanding Native America**

<https://www.aspeninstitute.org/blog-posts/native-language-modern-terms-for-understanding-native-america/>

### **Workforce development toolkit tribal workforce development: glossary and acronyms**

[https://www.ncai.org/ptg/Glossary\\_-\\_Acronym.pdf](https://www.ncai.org/ptg/Glossary_-_Acronym.pdf)

### **Glossary of Terms for the Indian Education for All Social Studies Model Lesson Plans**

<https://opi.mt.gov/Portals/182/Page%20Files/Indian%20Education/Social%20Studies/K-12%20Resources/Glossary.pdf>

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

Regarding current employee statistics, data on Fiscal Year employees of the State of Illinois are based on a snapshot query of current employees as of July 1 of the year in question. 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.

Regarding hiring statistics, these data include only those individuals whose hiring meet the Bureau of Personnel's New Hiring Criteria and whose hiring was processed during FY20. 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. Hires for senior roles are defined as those roles where the employee status is "F" and the position exempt code is "1" or "3."

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