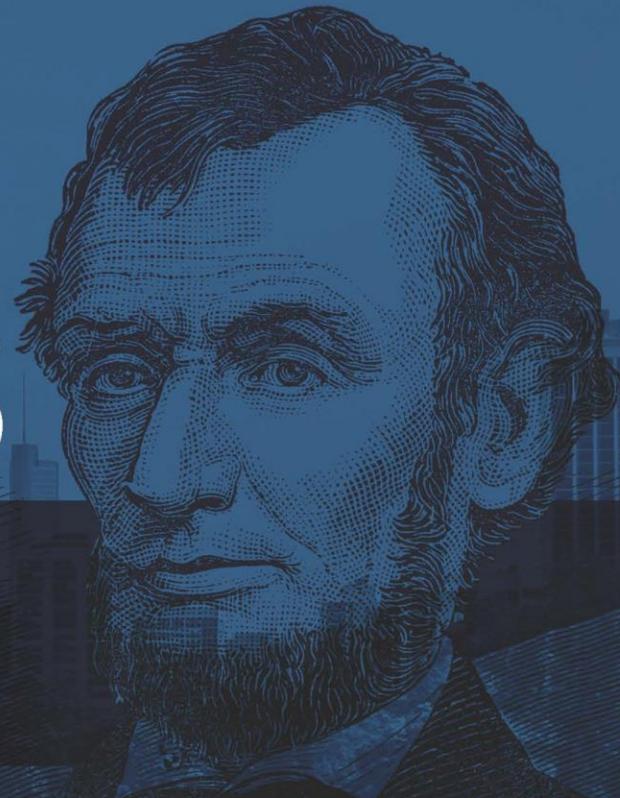




FY 2023

Native American Employment Plan Report



Purpose of This Report

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

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

This report serves as the plan to ensure diversity, equity and inclusion for Native American persons employed or seeking employment in State government. In accordance with 20 ILCS 405/405-120, 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 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 Native American Employment Plan Report provides an analysis of fundamental data to indicate the progress of efforts to develop the State of Illinois as a diverse, inclusive, and accessible employer. Annual data comparisons of current State employees are provided to gauge the success of creating a workforce that reflects the diversity of our State and a workplace that provides equitable opportunities for all.

CMS Diversity & Inclusion produces this report by presenting an annual survey to agencies in accordance with Civil Administrative Code [20 ILCS 405](#). Of the surveys disseminated in 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 Native American 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 Native American 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. During FY23, agencies were invited to present on their recruitment goals for feedback and recommendations from the Native American Employment Plan Advisory Council. This new alignment created a space for benchmarking individual agency efforts and enterprise-wide gains.

CMS was proud to demonstrate its commitment to support the efforts of the Native American Employment Plan Advisory Council and this realignment by creating a Native American Employment Plan Coordinator position in 2023.

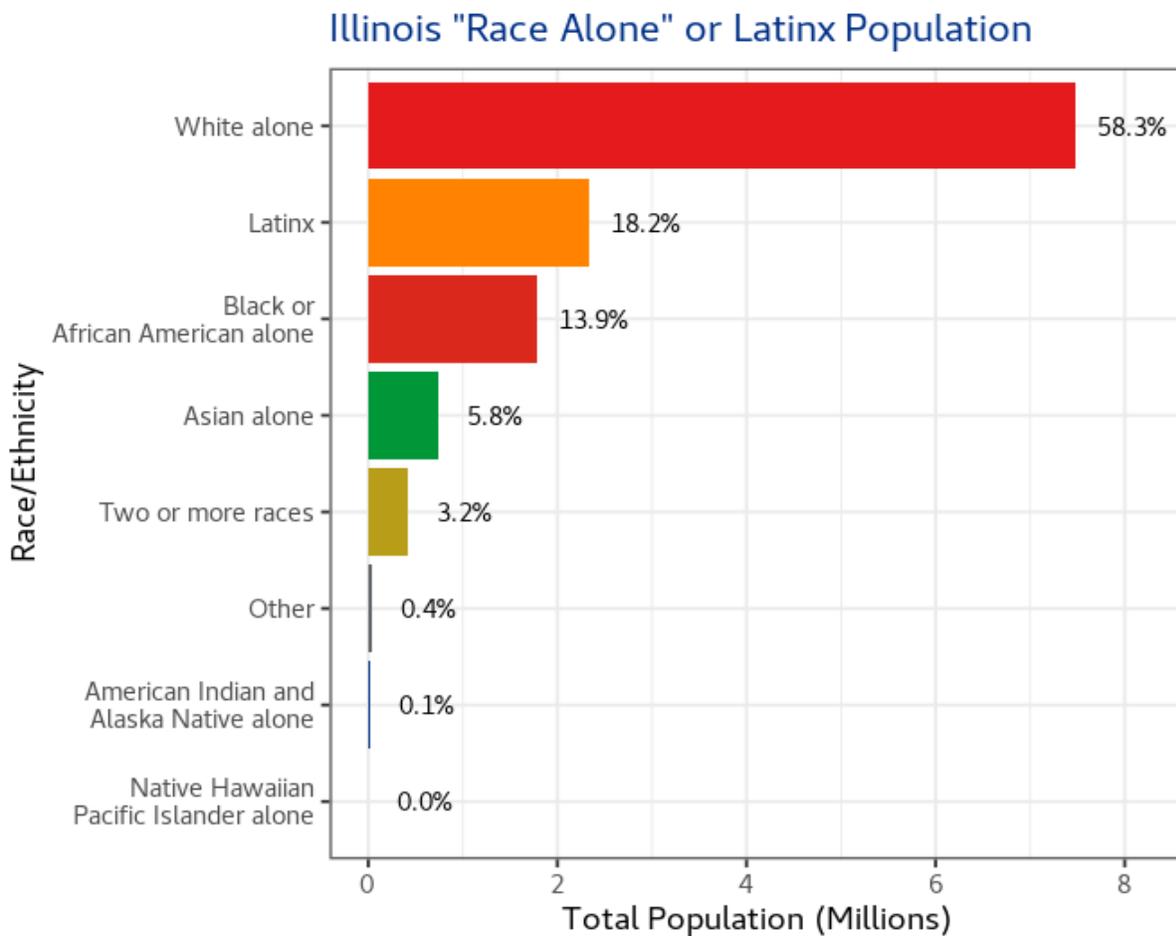
While this report indicates a positive trend in representation over the past five years, the State of Illinois still has a demonstrable need for improvement. CMS Diversity & Inclusion continues its efforts into FY24 as a curator of tools and resources for all agencies in their recruitment of Native American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

Illinois' Government Workforce Representation for Native Americans

As the State's lead in people functions, CMS' role in ensuring that Illinois' workforce reflects its diverse population and offers the appropriate resources for millions of Illinoisans is imperative. 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 offers important context to better understand the State's focus on diversifying its career opportunities. The 2020 census reported that Illinois' population was about 12.81 million. That was a decrease of about 18,000 from the 2010 census (12.83 million total), a difference of -0.1%.

The chart 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.

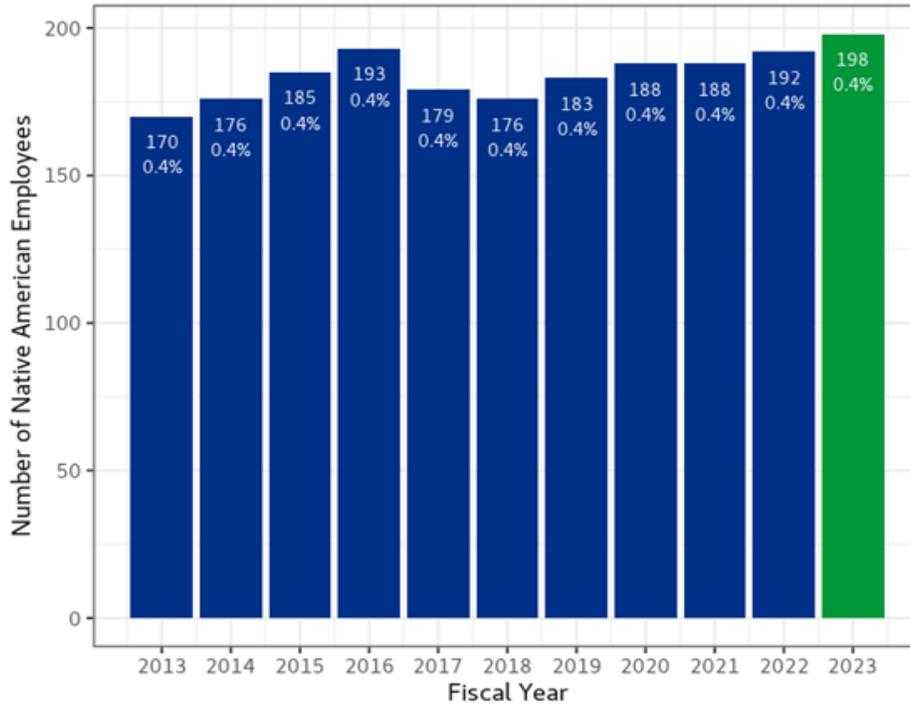


Source: 2020 Census PL 94-171 File

FY23 Native American Employment Plan Report

The *Native American alone or in combination* population in Illinois is 1.0% or about 130,500 people. The State strives to achieve representation parity within its workforce.

Number of Native American State Employees



Source: CMS Personnel Mainframe

The State's employment insights show that the percentage of total employees who identify as Native American changed from FY22 to FY23, from 0.4% (192) to 0.4% (198).

Diversity in Interviews

A total of 169,804 applicants for the 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 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 Native American, African American, Hispanic, and/or Asian American.
- A total of 21 (0.03%) candidates identified as Native American.

A total of 8,782 candidates were invited to interview of which 13 (0.15%) identified as Native American.

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 Native American Employment Plan.

Of the 4,963 structured interview panels, a total of 2 (0.04%) interview panels included one or more interviewers that identified as Native American.

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 Native American, Hispanic, African American and/or Asian American.
- A total of 113 (7.1%) identified as Native American

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

- A total of 228 (54.8%) identified as Native American, Hispanic, African American, and/or Asian American.
- A total of 18 (4.3%) identified as Native American



Native American New Hire Profile

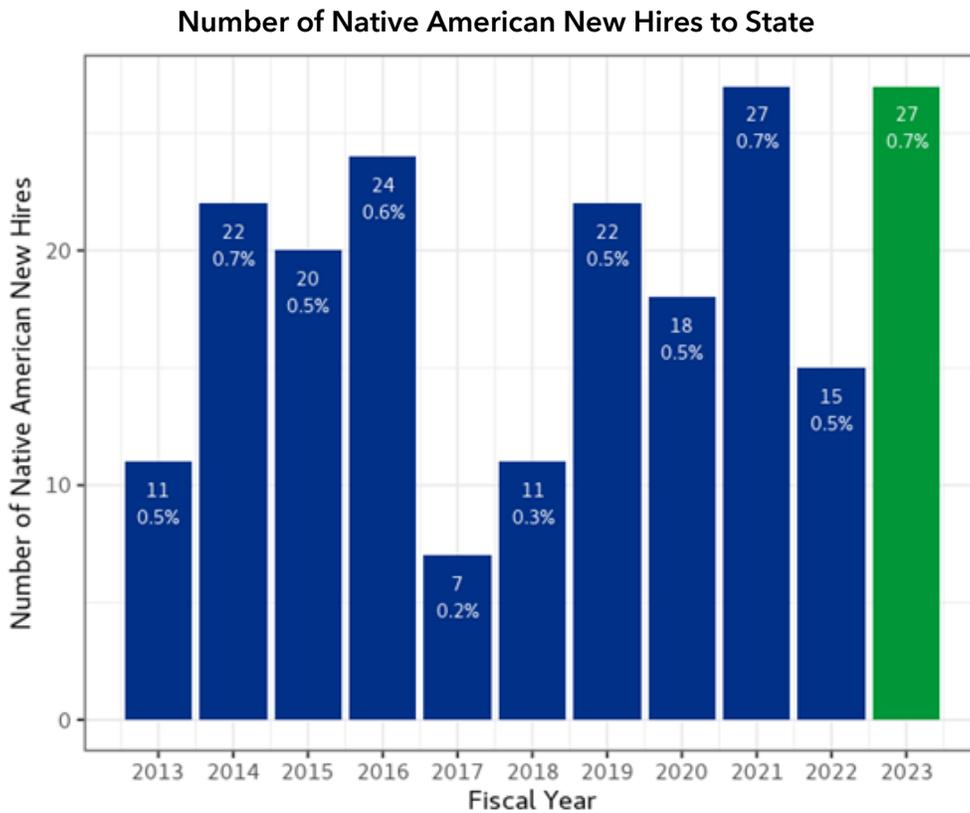
During FY23, 0.7% (27) of new hires onboarded identified as Native American. 1 or 3.7% of the new Native American hires onboarded in FY23 were senior-level (exempt employees, positions appointed by the Governor).

There are other code-covered senior-level positions as well at the State; those are titles of Senior Public Service Administrator and Public Service Administrator. In FY22, there were a combined 11 Native Americans in both categories, compared to 15 for the same in FY23.

As for gender comparisons, in FY23, 48.1% of new Native American employees onboarded were female hires, compared to the statewide female hire rate of 55.8%. In total, as of the end of FY23, 49.5% (98), of Native American State employees were women, compared to 50.8% of all State employees.

Of the new Native American hires in FY23, there were 7.4% (2) who were also veterans, compared to the statewide rate of 6.2% all new hires. As of the end of FY23, a total of 14.6% (29) of Native American State employees were veterans, compared to 14.8% of all State employees.

The table below illustrates the number of new Native American hires.



Hires by Agency

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

Representation of New Native American Hires by Agency in FY23

Ascending order for top five agencies with Native American new hire representation.

	Agency	Number of New Native American Employees	Total Agency New Hires	% of New Hires (Native American)
1	Human Services	9	1,149	0.8%
2	Natural Resources	5	80	6.2%
3	Veterans Affairs	5	127	3.9%
4	Corrections	3	745	0.4%
5	Commerce & Economic Opportunity	1	37	2.7%

Representation of Total Native American Employees in FY23 by Agency

Ascending order for top five agencies with Native American employee representation.

	Agency	Total Number of Native American Employees	Total Agency Employees	% of Total Agency Employees (Native American)
1	Human Services	64	13,043	0.5%
2	Corrections	52	11,772	0.4%
3	Veterans Affairs	12	1,210	1.0%
4	Transportation	10	2,182	0.5%
5	Children & Family Services	9	2,992	0.3%

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, 15 reported having a liaison to the Native American community, 30 did not. Agencies were asked if that liaison had decision making authority in four areas. 11 agencies reported that the liaison had decision making authority in Native American recruitment; 2 with hiring/promotion authority; and 2 for interviews.

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

Question	Total	Native American	Percent
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?	5,005	113	5.0%
How many employees in your agency received tuition reimbursement in FY2023?	74	1	99.3%
How many paid interns did your agency hire during fiscal year 2023?	243	0	23.9%
How many interns did your agency hire during fiscal year 2023?	281	0	0.3%
How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?	27	0	0.0%

Efforts and Opportunities in Outreach & Recruitment

CMS recognizes there is a prime opportunity to strengthen relationships with Native American advocacy and career development organizations across the State. When asked, agencies responded having a total number of 15 Native American employees responsible for recruitment and outreach efforts; 18 Native American employees routinely included in selecting job candidates for interviews; 3 agencies have Native American employees who are policy makers.

Agencies that indicated 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

FY23 Native American Employment Plan Report

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 & 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 & 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 & 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



FY23 Native American Employment Plan Report

Revenue	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
State Board of Education	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.
State Board of Elections	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
State Fire Marshal	CMS; IDHR; The Morton Group; Illinois Association of Hispanic State Employees (IAHSE)



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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 efforts.

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, 1 intern was Native American. Of those participating agencies, 6 noted to have recruited interns from federally designated Native American 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

FY23 Native American Employment Plan Report

	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 & 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

FY23 Native American Employment Plan Report

	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



FY23 Native American Employment Plan Report

	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
Revenue	X	X	



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	Illinois Community Colleges	Public State Universities	None
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 located in Springfield with new community relationships which were unable to match them 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

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Executive Ethics Commission	1
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 Springfield	Diversity Center
African American	Innovation and 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 Native American 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

Native American Employment Plan: Goals for 2024

- I. The annual Employment Plan Report and the Quarterly Employment Plan Advisory Council meetings are a useful resource for all agencies to draw upon. 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 jobs.
 - b. Take note and apply lessons learned from other presenting agencies.
 - c. Take note and apply any recommendations from the councils on how to best promote current agency openings.

- II. The Native American Employment Plan Advisory Council is the newest council that was enacted during a pandemic. Originating in 2020, the council has made great strides and partnered with many State agencies in efforts to promote employment opportunities. Onboarding of council members and promotion of state hiring process, however, was limited. CMS aims to address this gap by:
 - a. Provide onboarding training for all Native American Employment Plan Advisory Council Members that includes overview of Statute and state hiring processes.
 - b. Develop handouts for community leaders that describe the council's efforts as well as state hiring process and resources.
 - c. Identify community organizations and civic leaders to establish a partnership that supports the purpose of the Native American Employment Plan Advisory Council and all state agency recruitment efforts.

- 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 Native American 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 Native Americans 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 Native American community.
- IV. The Native American Employment Plan Advisory Council has advised of the inequities in educational opportunity for the community. CMS will identify school districts with high concentration of Native American youth to promote state careers with diverse educational requirements. CMS will propose presentations, panel discussions and career fairs at those schools and/or regional.
- a. Agencies will be invited to join in any identified or CMS led career fairs.
 - b. Agencies will be invited to serve as co-panelist for public service career workshops.
 - c. Agencies will be invited to serve as co-presenters to help promote State of Illinois employment application process and careers.



Native American Employment Plan Advisory Council

CMS is required per the [Civil Administrative Code](#), to partner and work with Governor-appointed subject matter experts, who make up the Native American Employment Plan Advisory 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 Native American employees in state government.

In FY23, the following community and industry leaders were part of the Native American Employment Plan Advisory Council.



Andrew Johnson (Council Chair) is an enrolled citizen of the Cherokee Nation. He currently serves as the Executive Director of the Native American Chamber of Commerce of Illinois and President of Cherokee Corporate Lending. He is also the chairperson of the Illinois Native American Employment Plan Advisory Council and member of the Business Enterprise Program Council. In addition, his Board responsibilities include the Mitchell Museum of the American Indian and the Chicago American Indian Community Collaborative. Mr. Johnson formerly served as the Executive Director of the American Indian Center of Chicago. He is a CPA and received his MBA from the University of Southern California. Throughout his career, he has been a key member of the Executive Management Team at multiple corporations in addition to having extensive depth in the non-profit industry.



Matthew Beudet is an enrolled citizen and Elder of the Montauk Tribe of Indians. He is the co-founder and past president of the Illinois Native American Bar Association and served on the faculty of the Native American Educational Services (NAES) College and the National Tribal Judicial Center. Mr. Beudet was elected as a delegate to the Democratic National Convention in 2008. He received the Illinois State Bar Association's Community Service Award in recognition for legal service and advocacy for the Native American community. Mr. Beudet is currently 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. He has held numerous senior positions in state and local government. Mr. Beudet received his bachelor's degree from Loyola University of Chicago and his Law degree from the John Marshall Law School.



Charlotte E. Davidson is Diné and a citizen of the Three Affiliated Tribes, also known as the Mandan, Hidatsa, and Arikara Nation. She is the daughter of Nora (Yazzie) and Wilbur Wilkinson, Sr. Her maternal grandparents are Sally (Manygoats) and Kee Horseherder-Yazzie. Dr. Davidson's paternal grandparents are Molly (Wolf) and Ernest P. Wilkinson. Concerning kinship relations, she is of the Tó'aheedlíinii (Water Flows Together clan), born for the Waterbuster clan. Her maternal grandfather's clan is Kinlichíí'nii (Red House), and her paternal grandfather is the Flint Knife clan. Dr. Davidson is the director of the Native American House at the University of Illinois at Urbana Champaign (UIUC) and is a lecturer for the Ed.D. program in Student Affairs Administration at the University of Wisconsin La Crosse. She received a B.A. in American Indian Studies from Haskell Indian Nations University and earned her M.Ed. and Ph.D. in Educational Policy Studies from UIUC. She has over 15 years of progressively responsible and expansive leadership experience at various institutions. In her work, she draws from Diné decolonizing pedagogies, Diné matrilineal sensibilities, and place-based relationalities in creating empowering university contexts for Native student populations. Dr. Davidson presents nationally on issues important to Indigenous higher education communities. She has written and co-authored chapters in *Beyond the Asterisk: Understanding Native Students in Higher Education*; *Indigenous Leadership in Higher Education*; *Reclaiming Indigenous Research in Higher Education*; *A Better Future: The Role of Higher Education for Displaced and Marginalized People*; *Indigenous Motherhood in the Academy*; and *Developments Beyond the Asterisk: New Scholarship and Frameworks for Understanding Native Students in Higher Education*.



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, Ms. Silas 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 working in the professional sector of Native American Employment & Training for the past 35 years. Ms. Stanley has been employed with the California Indian Manpower Consortium, Inc. (CIMC, Inc.) for the past 21 years. She was hired as a Workforce Development Coordinator II (WDC II). After Susan served as a Workforce Development Coordinator II for five years, she was promoted to Workforce Development Coordinator III (WDC III) which included the responsibility of supervising all staff at the Chicago Based Operations (CBO) office. In 2020, Ms. Stanley was promoted to Chicago Based Operations Coordinator (CBO Coordinator). As CBO Coordinator, Susan is responsible for working with local and state workforce boards. With this

responsibility Susan also works alongside the Mississippi Valley Workforce Partnership Board located in Iowa. She must ensure that CIMC-CBO provides Native American Employment & Training services to Native American, Alaskan Native, and Native Hawaiians in the State of Illinois. These services are provided in three counties in Iowa, Scott County, Clinton County, and Muscatine County. CIMC, Inc. aids with conducting employment searches, career pathways, and identifying barriers to employment opportunities. These services are provided through counseling, coaching, and listening to clients. We provide outreach, orientation to program services, labor market information, accessing training service Providers, job search & placement assistance, and other services available tailored to meet the unique and specific need of the clients served.



Kim Vigue was selected as the Executive Director of the Mitchell Museum of the American Indian in Evanston, IL, in October 2021. Since joining the Mitchell Museum, she has worked to ensure Indigenous representation across all internal operations, exhibitions, and public programming. Under Kim’s direction, the Mitchell Museum now has a majority-Native leadership, staff, and board of directors for the first time in its 45-year history. Throughout her 23-year career, Kim has advocated for Indigenous people by helping many of the leading tribal organizations, federal agencies, nonprofits, and private sector entities develop culturally relevant initiatives and campaigns designed to improve the well-being of Native American communities. With expertise in strategic communications and community

engagement, Kim’s work has been instrumental in raising the visibility of Native American communities and addressing many critical issues in Indian Country, including suicide, substance abuse, intergenerational trauma, violence against women, vaccination disparities, diabetes, homelessness, and educational attainment. Kim is also the Managing Partner and Founder of Wolf River Consulting, a Native and women-owned small business that provides multicultural communications strategies and tribal relations and engagement services for federal, state, and corporate clients. Before founding Wolf River Consulting, she served as Communications Director for the U.S. Department of the Interior’s Bureau of Indian Education, overseeing public affairs and media relations for its 48,000 students and 183 schools. Kim is a citizen of the Oneida Nation, a descendant of the Menominee Tribe, and serves as a member of the Board of Directors for Visionary Ventures and was recently appointed by Illinois Governor J.B. Pritzker to the Native American Employment Plan Advisory Council. She lives with her family in Glencoe, Illinois.



Wendy K. White Eagle is an Eagle Clan Member of the Ho-Chunk Nation of WI and resides in Campton Hills. She currently serves as President and Chair of the Board for Tek Pak INC, an Illinois based manufacturing company, and continues to serve as Managing Member for Inspire Nous 3, LLC. She has more than 30 years of business building experience in the utility, financial, and manufacturing sectors with specialization 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 for investment impact. 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.



Governing Authority

Civil Administrative Code

<https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=235&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. 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 Native American new hires.

Representation of New Native American Hires by Agency in FY23

	Agency	Number of New Native American Employees	Total Agency New Hires	% of New Hires (Native American)
1	Human Services	9	1,149	0.8%
2	Natural Resources	5	80	6.2%
3	Veterans Affairs	5	127	3.9%
4	Corrections	3	745	0.4%
5	Commerce & Economic Opportunity	1	37	2.7%
6	Employment Security	1	40	2.5%
7	Environmental Protection	1	63	1.6%
8	Healthcare & Family Services	1	142	0.7%
9	Innovation & Technology	1	74	1.4%

Table only includes agencies which hired Native Americans (33 agencies excluded).

Representation of Total Native American Senior Hires in FY23 by Agency

Only one agency reported to have Native American senior hires in FY23; Natural Resources. This agency reported one new Native American senior-level employee, totaling 7 (14.3%) senior-level Native Americans for Natural Resources.

Representation of Total Native American Employees in FY23 by Agency

Ascending order by number of total Native American employees.

	Agency	Total Number of Native American Employees	Total Agency Employees	% of Total Agency Employees (Native American)
1	Human Services	64	13,043	0.50%
2	Corrections	52	11,772	0.40%
3	Veterans Affairs	12	1,210	1.00%
4	Transportation	10	2,182	0.50%
5	Children & Family Services	9	2,992	0.30%
6	Innovation & Technology	9	1,149	0.80%
7	Natural Resources	8	1,108	0.70%
8	Public Health	6	1,132	0.50%
9	Juvenile Justice	5	710	0.70%
10	Employment Security	3	1,041	0.30%
11	Environmental Protection	3	654	0.50%
12	Aging	2	139	1.40%
13	Agriculture	2	376	0.50%
14	Criminal Justice Authority	2	83	2.40%
15	Healthcare & Family Services	2	1,694	0.10%
16	Central Management Services	1	665	0.20%
17	Commerce & Economic Opportunity	1	299	0.30%
18	Financial & Professional Regulation	1	426	0.20%
19	Guardianship & Advocacy	1	120	0.80%
20	Insurance	1	212	0.50%

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21	Liquor Control Commission	1	48	2.10%
22	Military Affairs	1	123	0.80%
23	Revenue	1	1,286	0.10%
24	State Retirement Systems	1	93	1.0%

Table only includes agencies which currently have Native American employees (24 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/naep.html>

