



# FY 2024 Native American EMPLOYMENT PLAN REPORT



### **Purpose of This Report & Governing Authority**

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 State statute, 20 ILCS 405/405-120, the Illinois Department of Central Management Services (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 annually surveys State agencies to gather data relevant to assess progress to the goal of increasing representation of Native American employees in the State workforce, monitor compliance with prior Employment Plan goals, and support meeting future Employment Plan goals. This includes metrics of representation in top leadership positions, in interview panel diversity, in diversity of human resources staff, and in career development participating rate. As required by law, CMS submits the following report to the Illinois General Assembly on or before February 1, 2025.



### Letter from Raven A. DeVaughn, CMS Director

Honorable Members of the General Assembly:

The Illinois Department of Central Management Services (CMS) is dedicated to working toward achieving a State workforce that reflects the rich diversity of those who call Illinois home. This objective directly aligns with our primary goal of ensuring that all Illinois residents have full, equitable access to the services and opportunities the State provides.

This report shares FY24 State employment insights demonstrating a snapshot of our workforce demographics along with highlighting the State's efforts to support diversity in State hiring and employee retention. We are committed to supporting all State agencies in their efforts to achieve equitable personnel operations. In 2024, CMS again prioritized the important work of recruiting and retaining the nation's strongest and most diverse workforce by establishing the Bureau of Personnel's Division of Recruitment and Retention. The staff in this division will work closely with the newly established Statewide Diversity and Inclusion Managers serving communities aligned with the Employment Plan Advisory Councils. CMS is proud to continue to partner with the Governor's Office of Equity to ensure that enterprise-wide efforts are streamlined and complementary while also ensuring that all leadership and supervisory curricula developed and administered by our Learning and Professional Development team supports inclusive leadership principles.

These objectives and aspirational outcomes will guide our efforts in the next fiscal year. We will continue to build upon the successes we have achieved toward a more diverse and representative workforce for the State of Illinois. We look forward to our continued collaboration with the Illinois General Assembly as well as the Employment Advisory Councils to meet our goals as we endeavor on this journey to foster and further an inclusive and diverse working environment that reflects the people we serve.

Respectfully,



Raven A. DeVaughn, Director  
Illinois Department of Central Management Services



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### Executive Summary

The fiscal year 2024 (FY24) Native American Employment Plan Report provides an analysis of the progress of efforts to develop the State of Illinois as a diverse, inclusive, and accessible employer. Annual data comparisons of current State employees are provided to gauge the success of efforts to create a workforce that reflects the diversity of our State and a workplace that provides equitable opportunities for all.

CMS Diversity & Inclusion produces this report by presenting an annual survey to agencies in accordance with Civil Administrative Code [20 ILCS 405](#). Of the surveys disseminated in FY24, CMS D&I received a total of 49 responses. These responses are factored into authoring enterprise-wide goals and coordinating the efforts of the Native American Employment Plan Advisory Council.

According to the United States Census, the State of Illinois has a current Native American population of 0.1%. The State of Illinois is in a privileged position to have a workforce that continues to increase in representation of Native American employees.

This report details that in the FY24, State of Illinois workforce included a total of 214 Native employees who identified as Native American, reporting at 0.5% representation. This is an increase from 183 Native American staff and 0.4% representation in FY23.

While this report indicates a positive trend in Native American hires to the State workforce over the past five years, a gain in State workforce representation by percentage can be attributed to a decrease in the overall Native American State population paired with continuous growth in recruitment efforts. This report also highlights opportunities such as increasing State agency collaboration in identity-based community outreach, the development of new partnerships in the Native American community, and the growth of statewide internship programs such as the CMS D&I Community Partner Internship Program.

Of the 49 agencies that participated in CMS's annual Employment Plan Survey, 12 reported having an employee responsible for outreach and recruitment to the Native American community, while 37 did not. Only five agencies reported to have a Native American employee formally responsible for coordinating recruitment and outreach who also has decision making authority in hiring or promotion, interviews, and creating policies. Native American employees serve in leadership roles at nine of the reporting agencies.

The data presented indicates that as the State of Illinois and its agencies continue an ongoing commitment to diversity, equity, and inclusion in hiring, employment, and promotion throughout the State, representation of Native American staff in the State will continue to improve. CMS Diversity & Inclusion remains committed to serving as a key resource, providing tools and support to help all agencies enhance their efforts to recruit Native American employees within the State of Illinois.

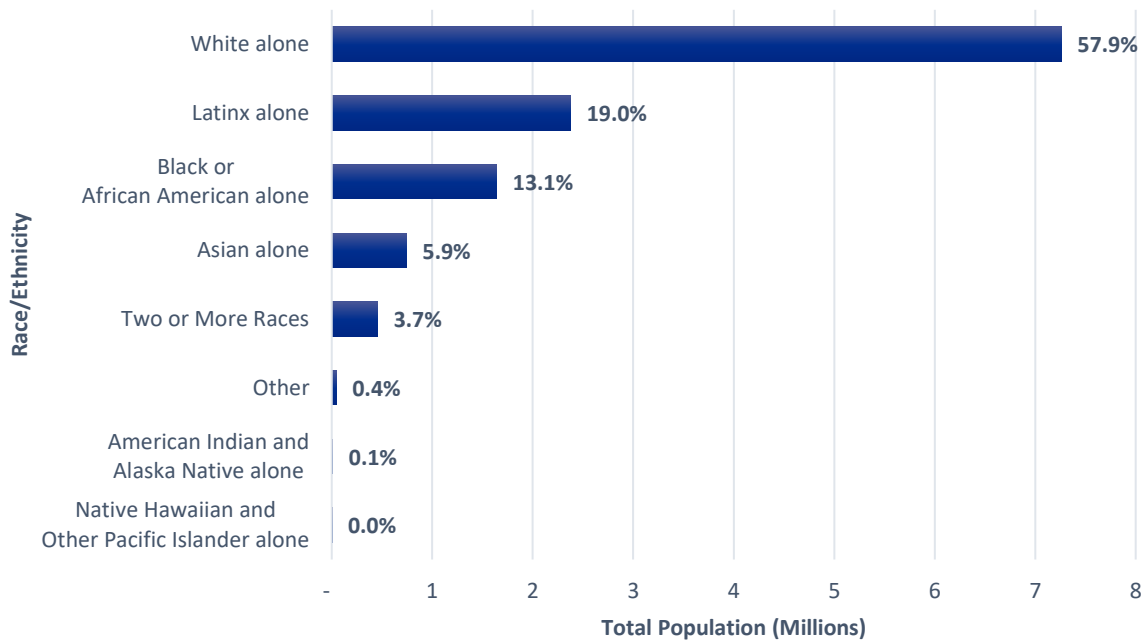


## Government Workforce Representation for Native Americans In Illinois

The latest Illinois Population by race and ethnicity offers important context to better understand the State's focus on diversifying its career opportunities. The 2023 United States Census' American Community Survey reported the Illinois population to be 12,549,689, which indicates a decrease of 262,819 individuals (-2.1%) from the 2020 Census (12.8 million).

The chart below illustrates the diverse population groups residing in the State of Illinois, as reported by the United States Census' American Community Survey of 2023.

### Illinois "Race Alone" or Latinx Population



Source: 2023 American Community Survey (ACS), Table DP05

Many individuals may choose to respond to more than one racial or ethnic category. This is referred to by the Census as the alone or in combination population, which is the method used to report individual population numbers. In previous years, this report included responses of more than one racial or ethnic categories. This year's data limits our findings to report population changes for American Indian and Alaska Native Alone.

According to the 2023 United States Census' American Community Survey, the *American Indian and Alaska Native Alone* population in Illinois is 0.1% or about 12,385 people.

## **Agency Survey Responses**

Every year, CMS produces a survey to complement otherwise accessible data for this report. Uniquely for FY24, agencies had the opportunity to provide their own employment numbers, along with recruitment efforts and State statute-required data sets.

A sample of some of the survey questions are included below. To review the entire survey with responses, please examine the appendix referenced at end of this report.

<b>Survey Questions</b>
<b>Recruitment</b>
Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment.
For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.)
<b>Internship</b>
How many paid interns did your agency hire during fiscal year 2024?
How many interns did your agency hire during fiscal year 2024 who were unpaid and did not work in exchange for educational credit?
<b>Interviews</b>
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2024?
Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American.
<b>Bilingual</b>
During Fiscal Year 2024, how many employees did your agency hire into positions designated with the bilingual option?
How does your agency track bilingual interactions?

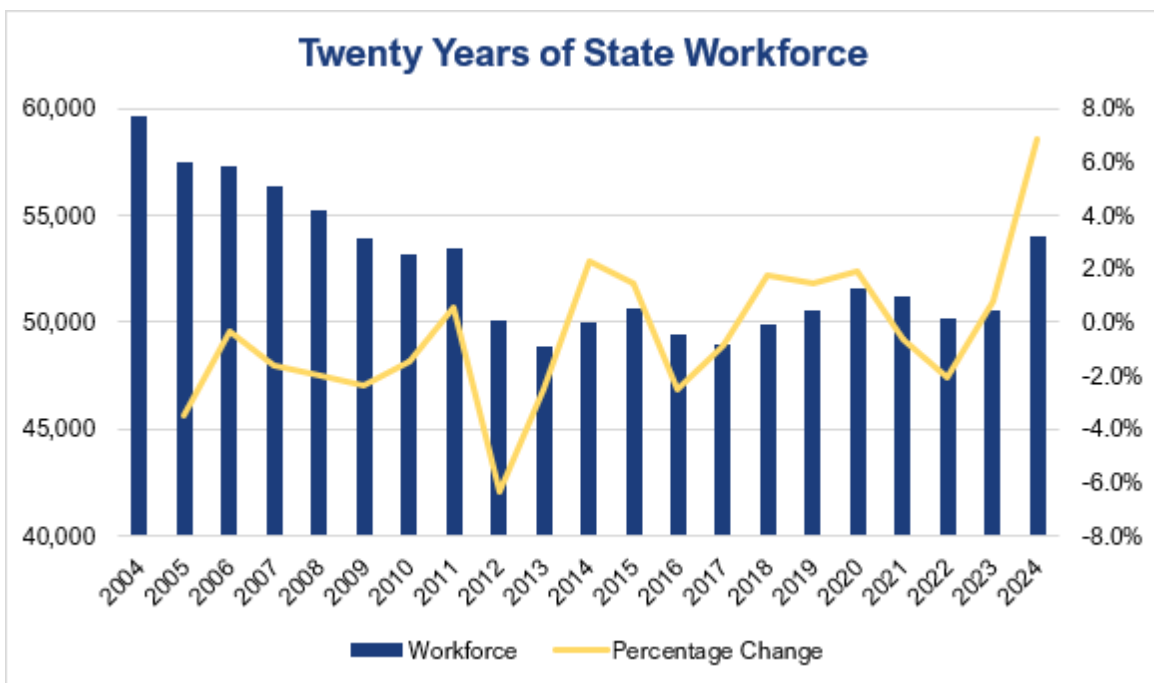


## Workforce by Year

The State of Illinois is currently amid a once-in-a-generation technology transformation of its human resources systems. While early stages of that transformation—namely the implementation of electronic hiring capabilities—have reaped measurable benefits across the enterprise, the State continues to work through challenges related to the migration and updating of employee-specific data. Unfortunately, this impacts the access to and reliability of employee-level data for the second half of FY24 (January 1, 2024, through June 30, 2024). CMS has taken actions in response to this unprecedented challenge to provide a meaningful picture of representation within the State’s workforce. This is specifically noted where workforce data is reported as of December 31, 2024

CMS worked to source agency responses in all possible segments and charts of this report. All charts in this report include a source detail and data set descriptors are included in text to note from where information was gathered.

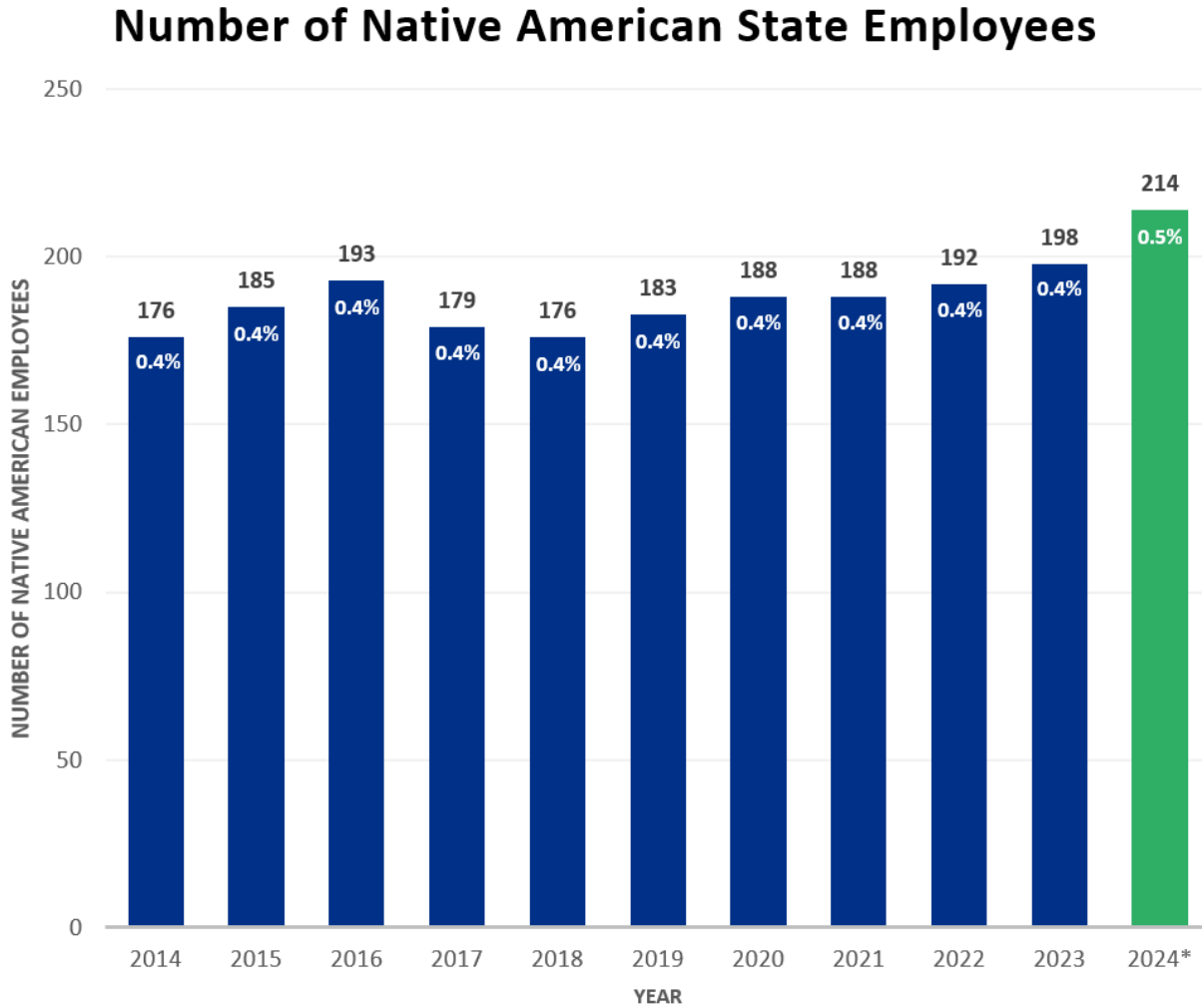
It is also worth sharing that the reported efforts and outcomes are occurring during a season of unprecedented growth across the State workforce. The workforce grew by nearly 7% from the end of FY23 to the end of FY24, reaching a population of more than 51,000 employees. This is the largest the State workforce has been since 2008. The information was gathered from overall agency headcount data maintained by the Governor’s Office of Management and Budget. Because the headcount numbers include non-Code staff (e.g. ISP sworn officers or IDOT engineers), there is a sizable difference between the numbers (e.g. ~47,000 versus ~53,000), but it serves as a notable snapshot of where today’s workforce size stands in the State’s recent history.





## FY24 Native American Employment Plan Report

The graph below details the number of Native American State Employees from FY14 through the first half of FY24—effective to December 31, 2023.



Source: PEERS FY14 – FY24 effective through December 31, 2024



**Overall Diversity Representation by Agency**

The following table provides an overview of the diversity of agency staff by percentage as self-reported by 49 State Agencies in the FY24 CMS Employment Plan Survey.

<b>Agency</b>	<b>Percentage of African American Employees</b>	<b>Percentage of Hispanic Employees</b>	<b>Percentage of Asian American Employees</b>	<b>Percentage of Native American Employees</b>
Aging	16.6%	11.9%	2.6%	1.3%
Agriculture	5%	3.3%	0.5%	0.8%
Arts Council	16.6%	16.7%	16.7%	0.0%
Central Management Services	12.3%	3.3%	2.1%	0.5%
Children & Family Services	41.4%	9.1%	2.1%	0.2%
Civil Service Commission	0%	0.0%	0.0%	0.0%
Commerce & Economic Opportunity	15.2%	8.3%	3.6%	0.5%
Commerce Commission	Not Reported	Not Reported	Not Reported	Not Reported
Commission on Equity and Inclusion	52%	40.0%	0.0%	0.0%
Corrections	11.1%	3.9%	0.7%	0.5%
Council on Developmental Disabilities	11.1%	0.0%	0.0%	0.0%
Criminal Justice Information Authority	43.7%	9.5%	7.9%	0.0%
Deaf and Hard of Hearing Commission	20%	0.0%	0.0%	0.0%
Employment Security	28.6%	20.9%	4.4%	0.0%
Environmental Protection Agency	7.3%	4.4%	8.9%	0.0%
Financial & Professional Regulation	21.6%	11.4%	4.7%	0.4%
Gaming Board	11.5%	6.8%	2.6%	0.0%
Guardianship and Advocacy Commission	25.3%	13.1%	1.5%	0.0%
Healthcare and Family Services	17.6%	8.1%	3.5%	0.2%
Housing Development Authority	Not Reported	Not Reported	Not Reported	Not Reported
Human Rights	31.5%	31.5%	3.9%	0.0%
Human Rights Commission	26.3%	26.3%	10.5%	0.0%

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Human Services	35.8%	11.2%	4.9%	0.5%
Independent Tax Tribunal	0%	0.0%	33.3%	0.0%
Innovation & Technology	12.3%	2.8%	11.2%	0.6%
Insurance	10.8%	3.8%	5.8%	0.4%
Juvenile Justice	Not Reported	Not Reported	Not Reported	Not Reported
Labor	Not Reported	Not Reported	Not Reported	Not Reported
Labor Relations Board	20%	0.0%	13.3%	0.0%
Liquor Control Commission	25.5%	13.7%	0.0%	2.0%
Lottery	13.8%	8.6%	2.3%	0.0%
Military Affairs	Not Reported	Not Reported	Not Reported	Not Reported
Natural Resources	Not Reported	Not Reported	Not Reported	Not Reported
Pollution Control Board	15.8%	0.0%	0.0%	0.0%
Power Agency	26%	6.0%	10.0%	0.0%
Procurement Policy Board	40%	0.0%	0.0%	0.0%
Property Tax Appeal Board	11.4%	5.7%	0.0%	0.0%
Public Health	16.7%	5.8%	8.6%	0.4%
Racing Board	10.7%	17.9%	0.0%	0.0%
Revenue	14.4%	4.2%	5.3%	0.0%
State Board of Elections	12.5%	2.8%	0.0%	1.4%
State Board of Investment	Not Reported	Not Reported	Not Reported	Not Reported
State Fire Marshal	Not Reported	Not Reported	Not Reported	Not Reported
State Police	9.5%	8.1%	1.8%	0.0%
State Police Merit Board	0%	0.0%	0.0%	0.0%
State Retirement Systems	6.6%	0.9%	4.7%	0.0%
Transportation	Not Reported	Not Reported	Not Reported	Not Reported
Veteran Affairs	19%	6.0%	5.5%	1.2%
Workers' Compensation Commission	17.8%	12.9%	6.9%	0.0%



## **Native Americans in Leadership by Agency**

All agencies were invited to provide further detail of their Native American representation by leadership.

The FY24 CMS Employment Plan Survey provided two leadership categories for distinction:

1. Public Service Administrator (PSA) roles include a wide range of middle management positions across agencies, boards, and commissions governed by the Personnel Code. These positions typically involve policy implementation and significant administrative responsibilities, including managerial, supervisory, and/or confidential duties. Approximately half of all PSAs are represented by a labor union.

2. Senior Public Service Administrator (SPSA) roles are higher-level positions than PSAs, including policy-making officials who hold major administrative responsibilities within the agency. SPSAs are not represented by a labor union. Approximately 40% of SPSAs are in at-will positions.

Agency submissions detailing the total number of agency employees, the total number of Native American employees in full numbers and percentage calculations, as well as a leadership breakdown by PSA and SPSA categories can be identified in the table below.

<b>Agency</b>	<b>Total Agency Employees</b>	<b>Total Native American Employees</b>	<b>Percentage of Native American Employees</b>	<b>Total Native American SPSA</b>	<b>Total Native American PSA</b>
Aging	151	2	1.3%	0	0
Agriculture	399	3	0.8%	0	0
Arts Council	18	0	0.0%	0	0
Central Management Services	966	5	0.5%	1	1
Children & Family Services	3,650	8	0.2%	0	3
Civil Service Commission	5	0	0.0%	0	0
Commerce & Economic Opportunity	386	2	0.5%	1	0
Commerce Commission	Not Reported	Not Reported	Not Reported	Not Reported	Not Reported
Commission on Equity and Inclusion	25	0	0.0%	0	0
Corrections	11,941	62	0.5%	0	1
Council on Developmental Disabilities	9	0	0.0%	0	0

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Agency	Total Agency Employees	Total Native American Employees	Percentage of Native American Employees	Total Native American SPSA	Total Native American PSA
Criminal Justice Information Authority	126	0	0.0%	0	0
Deaf and Hard of Hearing Commission	5	0	0.0%	0	0
Employment Security	1,050	0	0.0%	0	0
Environmental Protection Agency	752	0	0.0%	0	0
Financial & Professional Regulation	464	2	0.4%	1	0
Gaming Board	191	0	0.0%	0	0
Guardianship and Advocacy Commission	130	0	0.0%	0	0
Healthcare and Family Services	1,977	4	0.2%	0	0
Housing Development Authority	Not Reported	Not Reported	Not Reported	Not Reported	Not Reported
Human Rights	127	0	0.0%	0	0
Human Rights Commission	19	0	0.0%	0	0
Human Services	13,995	66	0.5%	3	3
Independent Tax Tribunal	3	0	0.0%	0	0
Innovation & Technology	1,391	9	0.6%	1	1
Insurance	240	1	0.4%	0	0
Juvenile Justice	Not Reported	Not Reported	Not Reported	Not Reported	Not Reported
Labor	Not Reported	Not Reported	Not Reported	Not Reported	Not Reported
Labor Relations Board	15	0	0.0%	0	0
Liquor Control Commission	51	1	2.0%	0	0
Lottery	174	0	0.0%	0	0
Military Affairs	Not Reported	Not Reported	Not Reported	Not Reported	Not Reported
Natural Resources	Not Reported	Not Reported	Not Reported	Not Reported	Not Reported



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Agency	Total Agency Employees	Total Native American Employees	Percentage of Native American Employees	Total Native American SPSA	Total Native American PSA
Pollution Control Board	19	0	0.0%	0	0
Power Agency	50	0	0.0%	0	0
Procurement Policy Board	5	0	0.0%	0	0
Property Tax Appeal Board	35	0	0.0%	0	0
Public Health	1,180	5	0.4%	1	0
Racing Board	28	0	0.0%	0	0
Revenue	1,538	0	0.0%	0	0
State Board of Elections	72	1	1.4%	0	0
State Board of Investment	Not Reported	Not Reported	Not Reported	Not Reported	Not Reported
State Fire Marshal	Not Reported	Not Reported	Not Reported	Not Reported	Not Reported
State Police	2,838	1	0.0%	0	0
State Police Merit Board	3	0	0.0%	0	0
State Retirement Systems	106	0	0.0%	0	0
Transportation	Not Reported	Not Reported	Not Reported	Not Reported	Not Reported
Veteran Affairs	1,282	16	1.2%	1	Not Reported
Workers' Compensation Commission	101	0	0.0%	0	0



## Agency Budget Allocations for Recruitment Efforts

The FY24 CMS Employment Plan Survey also asked agencies a series of questions aimed to assess budget allocations for recruitment efforts to attract diverse employees.

Agencies were given the option to indicate if they had budgeted resources toward providing financial support in three areas:

1. Registration Fees for Job Fairs
2. Booth Furnishing and Giveaways
3. Overtime for Employees to Conduct Outreach Outside of Normal Business Hours.

The table below details agency answers regarding any budget allocation for the outreach and recruitment efforts to increase representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce.

An empty box identifies those agencies that did not specifically budget for this work or chose not to respond.

Agency	Registration Fees for Job Fairs	Booth Furnishing and Giveaways	Overtime for Employees to Conduct Outreach Outside of Normal Business Hours
Aging			
Agriculture	X	X	X
Arts Council			
Central Management Services	X	X	X
Children & Family Services	X	X	X
Civil Service Commission			
Commerce & Economic Opportunity	X	X	X
Commerce Commission			
Commission on Equity and Inclusion			
Corrections	X	X	X
Council on Developmental Disabilities			
Criminal Justice Information Authority	X	X	X
Deaf and Hard of Hearing Commission			
Employment Security	X	X	X
Environmental Protection Agency	X	X	X
Financial & Professional Regulation	X	X	X
Gaming Board	X	X	X
Guardianship and Advocacy Commission			



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Agency	Registration Fees for Job Fairs	Booth Furnishing and Giveaways	Overtime for Employees to Conduct Outreach Outside of Normal Business Hours
Healthcare and Family Services			
Housing Development Authority	X	X	
Human Rights			
Human Rights Commission	X		
Human Services	X	X	
Independent Tax Tribunal			
Innovation & Technology	X	X	X
Insurance			
Juvenile Justice	X		
Labor			
Labor Relations Board			
Liquor Control Commission	X	X	X
Lottery			
Military Affairs			
Natural Resources			
Pollution Control Board			
Power Agency			
Procurement Policy Board			
Property Tax Appeal Board			
Public Health			
Racing Board			
Revenue	X	X	X
State Board of Elections			
State Board of Investment			
State Fire Marshal	X	X	X
State Police	X		X
State Police Merit Board			
State Retirement Systems			
Transportation	X	X	X
Veteran Affairs	X	X	
Workers' Compensation Commission			



## Outreach and Recruitment

Of the 49 agencies responding to the FY24 CMS Employment Plan Survey, 12 reported having an employee responsible for outreach and recruitment to the Native American community, 37 did not.

The Employment Plan Survey also asked if agencies had an employee formally responsible for coordinating recruitment and outreach who had decision making authority in three specific areas:

1. Hiring/Promotion
2. Interviews
3. Creating Policies

Of agencies responding, five reported to having an employee with that such authority. Of those employees:

- Three had authority in Hiring/Promotion, Interviews, and Creating Policies
- One had authority in Hiring/Promotion
- One had authority in Creating Policies

Agencies that do not currently have an employee dedicated to recruitment or outreach within these specific identity-based communities, or chose not to respond, are represented as empty boxes.

Agency	African American	Hispanic	Asian American	Native American
Aging	X	X	X	X
Agriculture	X	X	X	X
Arts Council				
Central Management Services	X	X	X	
Children & Family Services	X	X	X	X
Civil Service Commission				
Commerce & Economic Opportunity	X			
Commerce Commission				
Commission on Equity and Inclusion				
Corrections	X	X	X	X
Council on Developmental Disabilities				
Criminal Justice Information Authority				
Deaf and Hard of Hearing Commission				
Employment Security	X	X	X	X
Environmental Protection Agency				
Financial & Professional Regulation				

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Agency	African American	Hispanic	Asian American	Native American
Gaming Board	X	X	X	X
Guardianship and Advocacy Commission				
Healthcare and Family Services				
Housing Development Authority	X	X		
Human Rights				
Human Rights Commission				
Human Services	X	X	X	X
Independent Tax Tribunal				
Innovation & Technology				
Insurance				
Juvenile Justice				
Labor				
Labor Relations Board				
Liquor Control Commission				
Lottery				
Military Affairs				
Natural Resources	X	X	X	X
Pollution Control Board				
Power Agency				
Procurement Policy Board				
Property Tax Appeal Board				
Public Health				
Racing Board				
Revenue				
State Board of Elections				
State Board of Investment				
State Fire Marshal		X		
State Police	X	X	X	X
State Police Merit Board				
State Retirement Systems	X	X	X	X
Transportation	X	X	X	X
Veteran Affairs				
Workers' Compensation Commission				



**Community Partner Organizations**

The CMS D&I FY24 Survey asked agencies to identify organizations of liaised efforts toward diversity hiring. This includes identity-centered, civic, religious organizations and institutions of higher education. Agency responses are reflected below.

Agency	Organizations
Aging	Illinois Association of Hispanic State Employees (IAHSE); IDoA Equity Advisory Council; Department of Human Rights
Agriculture	Illinois Migrant Council; Hispanic Employment Plan Advisory Council; Illinois Association of Hispanic State Employees (IAHSE); Dreamer's House; Illinois Legislative Latino Caucus Foundation; MANNRS; Illinois Black Legislative Caucus Foundation
Board of Elections	State of Illinois Career Site; Springfield Black Chamber of Commerce; Illinois Association of Hispanic State Employees; Springfield Urban League; Illinois Department of Human Rights; Illinois Department of Employment Security; Indeed; SBE; Twitter; Facebook and public website; Wesleyan University; Bradley University; University of Illinois at Springfield; Eastern University; McHenry County Workforce Board; Illinois WorkNet Center; The Job Center WIOA Program; Lake County Workforce Development; DuPage Workforce Development, Shawnee Development Council, Inc. ; Southern Illinois Workforce Development Board, Election Line, Maryville University
Central Management Services	Abundant Faith Christian Church; Hispanic Women of Springfield; IAHSE; Black Community Leaders of Springfield; NAPSE; Will County Workforce Center; Career Fairs under State Senators Christopher Belt and Doris Turner in support of African American Communities; Delta Sigma Theta Sorority career fair in East St. Louis; Many other organizations in support of DEI outreach and hiring

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Agency	Organizations
Children & Family Services	National USHLI Conference; Fairmont City Easter Parade and Egg Hunt Festival; Hanover Park Job Fair; Central States SER; Instituto Community Resource Fair; Cicero Morton College Job Fair; Cicero Social Services Fair; HACE Conference; Aurora Companeros de Salud Health Fair; Day of the Child Parade and Festival; Chicago Parent Bilingual Summit; Fairmont City Hispanic Health Fair; Puerto Rican People’s Festival; Melrose Park Community Alliance Fair; Fiesta del Sol Festival; Elote Fest McHenry; Reflejos Bilingual Job Fairs; Oak Brook Diversity Job Fair; Aurora Puerto Rican Festival; Boricua Festival (Bandera a Bandera); ILLCF Raises Conference; Beardstown Festival; IHCC Business Expo; Latino Social Workers Organization Conference; IAHSSE Annual Conference; Hispanic Women of Springfield Festival; American Indian Center small community event; Potawatomi Trails Traditional Pow wow in Zion, IL; American Indian Center of Chicago and DCFS cosponsored their 70th annual AIC pow wow; 8th Annual Urban Native Education conference: Many Fires: kindling the Future at UIC; Northwestern’s Native Student Counsel Pow wow; St. Kateri Pow Wow; Chinese American Service League; Project Vision; Midwest Asian Health Association; Chicago Englewood Community Festival; Chicago Bud Billiken Foundation; Alpha Phi Alpha Fraternity Inc; Chicago football Classic Scholarship Foundation; Black Administrators in Child Welfare organization; State 17th District Job fairs; State 7th District job fairs; Alpha Kappa Alpha Sorority Inc; Delta Sigma Theta Sorority Inc; Chicago State University; Prairie State Community College; Maywood Public Library
Commerce & Economic Opportunity	Handshake; Social Media; DCEO Marketplace
Commerce Commission	'Women in Energy Network (there’s a Chicago Chapter; WRISE (Women of Renewable Industries and Sustainable Energy); Blacks in Green; Hispanic Law Association; Black Women Lawyer’s Association; Society of Women in Engineering; National Society of Black Engineers; Society of Hispanic Engineers; Accounting and Financial Women’s Alliance; Women in EV’s; National Association of Black Accountants; American Accounting Association; National Society of Accountants; Women in Accounting; Chicago Bar Association; Women Bar Association; Sangamon County Bar Association; NARUC; Handshake; LinkedIn; ISBA; Indeed
Commission on Equity and Inclusion	Illinois Association of Hispanic State Employees (IAHSSE); Illinois Black Chamber of Commerce

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Agency	Organizations
Corrections	<p>Asian Pacific American Labor Alliance (APALA); Council of Korea Americans (CKA); Asian American Advancing Justice (AAJC); Asian American Professional Association; Asian American Psychological Association (AAPA); Asian American/Pacific Islander Nurses Association, Inc.; Association of Latino Professionals for America via University of Notre Dame; Association of Asian Pacific Community Health Organizations (AAPCHO); Center for Asian Pacific American Women (CAPAW); HCBU 20x20; Hmong National Development (HND); National Association of Asian American Professionals (NAAAP); National Association of Black Accountants; National Association of Hispanic Accountants; National Association of Hispanic Nurses; National Association of Puerto Rican Hispanic Social Workers; National Black Nurses Association; National Council of Asian Pacific Americans; National Organization of Black Women in Law Enforcement Inc.; National Organization of Hispanics in Criminal Justice; National Organization on Disability; The American Foundation for the Blind; The AR; Chicago Urban League; PLCCA (Proviso Leyden Council for Community Action); Shine Bright Community Center; Several local aldermen and state congresspeople in the Chicago area also hold community job fairs in DEI specific neighborhoods; In addition – CMS also sponsors various DEI focused events, and we try to hit all that are employment focused</p>
Deaf and Hard of Hearing Commission	<p>Chicagoland Black Deaf Advocates; Illinois Association of the Deaf; Illinois Deaf Latino Association</p>
Employment Security	<p>IL Task Force on Employment &amp; Economic Opportunity for Persons with Disabilities; Illinois Association of Hispanic State Employees (IAHSE); African American Employment Plan Council; Hispanic Employment Plan Council; Asian American Employment Plan Council; Native American Employment Plan Council; Equip for Equality Disability Rights Consortium; Equip for Equality; Illinois ADA Project; Jewish United Fund; Illinois Language Justice Coalition; IDES Legal Aid Roundtable; IDES Diversity, Equity, Inclusion, &amp; Accessibility Employee Forum; Illinois Disability Access Coordinators Committee; Illinois Language Access Coordinator Committee; The Chicago Lighthouse; Chicago Hearing Society; St. Patrick Veteran Center; Sauk Valley Area Chamber of Commerce; Quad Cities Veteran’s Network; Chicago Cook Workforce Partnership; Catholic Charities; HIRE Chicago; Schaumburg Business Association; Misericordia; Coalition of African American Workers; Children’s Home and Aid.</p>
Environmental Protection Agency	<p>Illinois Association of Hispanic State Employees (IAHSE)</p>

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Agency	Organizations
Financial & Professional Regulation	IAHSE
Gaming Board	African American Employment Plan Advisory Council; Lake County of Illinois Work Force Center; Will County Work Force Center of Illinois; Members of the Asian American Employment Plan Advisory Council; Bradley University; Illinois Department of Employment Security; National Urban League; College of DuPage/APEX Illinois; Chicagoland Alliance for Disabled Owned Businesses; Illinois Department of Veteran's Affairs; Chicago American Indian Community Collaborative (CAICC); Community Outreach Coordinator, Illinois Senate Staff; CMS DEI Department; ILETSB Mobile Training Units, Executive Institute; Illinois Law Enforcement Alarm System; Alcorn State University; Central State University; Howard University; Tuskegee University
Healthcare and Family Services	Hispanic Women of Springfield; Summit of Hope Events Statewide; Filipino Event; Beardstown High School and Community Hispanic Events; IL Asian American State Employment Events; 2nd Latino of Small Hispanic Entrepreneurs; IAHSE 35th Annual Conference.
Human Rights	African American Employment Plan Advisory Council; Hispanic American Employment Plan Advisory Council; Asian American Employment Plan Advisory Council; Native American Employment Plan Advisory Council
Human Rights Commission	The South Asian Bar Association; The Black Women Lawyers Association; The Cook County Bar Association; The Muslim Bar Association; The Decalogue Society; The Hispanic Lawyers Association of Illinois; The Asian American Bar Association; The LAGBAC (Chicago's LGBTQ+ Bar Association); Florida A&M University College of Law; Howard University School of Law; North Carolina Central University School of Law; Southern University Law Center; Thurgood Marshall School of Law at Texas Southern University; The University of the District of Columbia David A. Clarke School of Law; Hispanic Lawyers of Illinois; MALDEF; Equip for Equality; Equality Illinois; ADL Midwest; The Chicago Committee; Illinois State Bar Association





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Agency	Organizations
Human Services	<p>Quad County Urban League; Chicago Urban League; WCC Latinos Unidos; Coalición; Latinos Unidos de Lake County; Association of Latino Professionals (ALPFA); Illinois Latino Voice; Instituto del Progreso Latino; Illinois WorkNet Partner; Black Affairs Council SIU Carbondale; EIU Black Student Union; Greater Decatur Black Chamber of Commerce; National Black MBA Associations; National Association of Black Journalists (NABJ); Black Veterans Empowerment Council; Asian Americans Advancing Justice - Chicago; Metropolitan Asian Family Services; National Association of Asian American Professionals; Asian Student Achievement (ASA); Asian American Coalition of Chicago; American Indian Urban Institute; American Indian Urban Institute; Native American Chamber of Commerce of Illinois.</p>
Illinois Housing Development Authority	The Catalyst Career Group
Innovation & Technology	<p>Per Scholas Chicago (Free bootcamps focused on DEI); Goodwill Workforce Connection in Lombard / Chicago; Illinois Association of Public Procurement Officials; Illinois GIS Association; Illinois State Bar Association; Illinois Association of Hispanic State Employees; Job posts in Slack groups (Out in Tech, LGBTQ in Tech, Women in Tech, Neurodiversity in Tech, Chicago Tech Diversity Initiative); CMS D&amp;I Community Partner Summit in Honor of Black History Month; Harvard Park Elementary presentation K-5; Western Oregon University virtual job fair; State Sen Villanueva Job Fair; Veterans Events (Yellow Ribbon Career Fair held at Wyndham Springfield and Veteran’s and IDES Virtual Career Fair); Illinois State Museum Juneteenth career fair; St. Patrick’s School and NAACP Career Fair; Springfield Urban League and Doris Turner career fair; Chicago Urban League networking event with CMS; SPEAK OUT career fair (LGBTQ+ event); Asian American Employee Plan Council Career Fair x 2; Illinois Association of Hispanic State Employees; Illinois Department of Human Service – Department of Rehabilitation Services Virtual Career Fair; SERCO, American Workforce Center, Mantracon, and WorkNet; STEAM Expo; Capital Area Career Center; Pleasant Plains Job Exploration; 12 IDES sponsored events around the state of Illinois including two “Rapid Response” events; post 90% of our positions on social media (LinkedIn and Facebook; attended several Senator and House of Representative career fairs in their respective districts.</p>
Insurance	Illinois Association of Hispanic State Employees (IAHSE)

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Agency	Organizations
Labor Relations Board	Illinois Department of Central Management Services: Hispanic Employment Plan Advisory Council; African American Employment Plan Advisory Council; Asian American Employment Plan Advisory Council; Native American Employment Plan Advisory Council
Lottery	African American Employment Plan Advisory Council; Hispanic American Employment Plan Advisory Council; Asian American
Natural Resources	Chicago White Sox; Springfield Urban League; Chicago Park District; Chicago Grows Food; Chicago Children’s Museum; Chicago Field Museum; Keller Science Action Center; Sierra Club Illinois Chapter; Healthy Chicago Equity Zones; Green Latinos; Chicago Hegewisch Lions Club; Pilsen Mental Wellness; Illinois Conservation Foundation; Phalanx Family Services; Rincon Family Services; Cook County Forest Preserves; The Nature Conservancy; YMCA Springfield; Metropolitan Water Reclamation District; The Great Lakes Pigeon Rescue; The National Park Service; Hegewisch Veterans Memorial; NFL Alumni Association, Chicago Chapter; Morton Arboretum; The Riverside Fishing Club
Property Tax Appeal Board	Various Bar Associations including the African American Bar Association, the Hispanic Bar Association
Racing Board	Association of Racing Commissioners International.
Revenue	Chicago Urban League; Springfield Boys & Girls Club; Chicago Urban League; Springfield Boys & Girls Club; Lanphier High School; Latino Policy Forum; Illinois Asian American State Employees Association; Hispanic Pro; VA Work Study Program; Roll Call Chicagoland, Illinois; Asian American State Employee Association; Native Indian American Chicago Public School Association; Inner Voice Chicago; Chicago Veterans; Asian American Chamber of Commerce of Illinois; Asian American Resource and Cultural Center; University of Illinois Champaign; Asian American Cultural Center; Chinese American Service League; Asian Human Services; Asian American Resource and Cultural Center (AARCC), Wounded Warrior Project; City Year Chicago Org; California Indian Manpower Consortium Inc.; Blue Shamrock Services; Pyramid Partnership Inc; Metropolitan Family Services; Internships 4 Diversity; Jack and Jill of America Inc; Poder Works Organization; Erie Neighborhood House Organization; Cook County Veterans Commission; Veterans Pathway to Home; Veterans Affairs, Jesse Brown VA Community Resource Referral Center; U.S. Department of Labor VETS Program; Central States SER Little Village Veterans Regional Office Vocational Rehabilitation Program

## FY24 Native American Employment Plan Report

Agency	Organizations
State Board of Investment	New America Alliance; Women Investment Professionals; National Association of State Treasurers; National Association of Securities Professionals; National Association of Public Pension Attorneys; John Rodgers Internship Program at the University of Chicago
State Police	National Association for the Advancement of Colored People (NAACP); Hispanic Illinois State Law Enforcement Association (HISLEA); Polish American Police Association (PAPA); Association of Black Law Enforcement Officers (ABLE); Asian American Law Enforcement Association (AALEA); Italian American Police Association (IAPA); Department of Defense (DoD) - SkillBridge; Legislator/Alderman Meetings in Chicagoland area.
State Retirement Systems	Illinois Association of Hispanic State Employees (IAHSE); Illinois Asian American State Employees Association
Transportation	Divine 9 Sororities and Fraternities; Illinois NAACP; Black Chamber of Commerce; 160 Driving Academy; Chicago Transit Authority; Kankakee Workforce Services; Association House of Chicago; Latino policy forum; Illinois Hispanic Chamber of Commerce; US Probation Office; Illinois Veteran Affairs; Illinois National Guard; Scott Airforce Base; Rock Island Arsenal; US Department of Veteran Affairs; Chicago Lighthouse; Cook County Veterans Assistance Commission; Handshake

## FY24 Native American Employment Plan Report

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

Agency
Arts Council
Civil Service Commission
Council on Developmental Disabilities
Criminal Justice Information Authority
Guardianship and Advocacy Commission
Independent Tax Tribunal
Juvenile Justice
Labor
Liquor Control Commission
Military Affairs
Pollution Control Board
Power Agency
Procurement Policy Board
Public Health
State Fire Marshal
State Police Merit Board
Veteran Affairs
Workers' Compensation Commission

## **Internships and Post-Secondary Education Recruitment**

Recognizing that internships are an important and effective tool for raising awareness of State service as a career, agencies were asked to report on the demographic composition of their FY24 interns.

One of the 384 interns reported by the 49 participating agencies identified as Native American. Of those agencies, six reported engaging in recruitment activities with federally designated Native American-Serving Nontribal Institutions of higher education across the nation.

To enhance efforts toward strengthening a diverse State workforce pipeline, CMS D&I developed an enterprise-wide equity-based internship program in FY22. The internship’s platform leveraged established relationships with community partners and connected State agencies to selected interns from those communities.

This section of the report presents responses from surveyed agencies about their internship programs and the CMS D&I Community Partner Internship program.

### **CMS D&I Community Partner Internship Program**

In the summer of FY24, the CMS D&I Community Partner Internship Program continued to invite all State Agencies to develop a project description and host a CMS D&I Community Partner Intern. Each participating State agency developed a project description, led onboarding, and managed compensations that matched those of Governor’s Office internship peers. CMS D&I led weekly identity-centered professional development sessions and organized an end of internship presentation for all students involved.

The FY24 summer cohort was the largest to date with 18 agencies proposing 25 projects for interns. Ultimately, 22 CMS D&I Community Partner interns were placed in State agencies—13 in Springfield and nine in Chicago. All interns successfully completed their summer programs. Three interns were offered and accepted extensions to continue to work with the State.

Below are the State agencies that opted to participate in the Summer 2024 cohort.

<b>Agency</b>	<b>Total Number of D&amp;I Internship Positions Offered</b>
Abraham Lincoln Presidential Library and Museum	1
Aging	1
Agriculture	1
Capital Development Board	1
Central Management Services	6
Commerce & Economic Opportunity	1

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Agency	Total Number of D&I Internship Positions Offered
Corrections	1
Criminal Justice Information Authority	1
Educational Labor Relations Board	1
Emergency Management Agency and Office of Homeland Security	2
Finance & Professional Regulation	1
Gaming Board	1
Human Services	1
Public Health	1
State Board of Education	1
State Fire Marshall	1
Transportation	2
Veterans Affairs	1

The following table provides information on the 2024 CMS Diversity & Inclusion Community Partner Internship Program interns including the students' self-identification, agency of employment, college or university enrollment, and the community partner involved in their selection.

Self-Identification	Agency	Intern Enrollment	Community Partner
African American	Capital Development Board	Chicago State University	Chicago State University Career Development
African American	Department of Agriculture	Eastern Illinois University	Eastern Illinois University Career Services
African American	Central Management Services – Compliance and Accountability	Eastern Illinois University	Eastern Illinois University Career Services

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Self-Identification	Agency	Intern Enrollment	Community Partner
African American	Central Management Services – Surplus and Accountability	Southern Illinois University at Edwardsville	Southern Illinois University at Edwardsville Retention and Student Success
African American	Department of Corrections – Division of Diversity, Equity, and Inclusion / Policy and Directives	Eastern Illinois University	Eastern Illinois University Career Services
African American	Department of Finance and Professional Regulation – Division of Professional Regulation	Eastern Illinois University	Eastern Illinois University Career Services
African American	Human Services – Early Childhood, Family & Community	University of Illinois Urbana-Champaign	University of Illinois at Urbana-Champaign's La Casa Cultural Latina
African American	Veterans Affairs	Eastern Illinois University	Eastern Illinois University Career Services
African American	Illinois Educational Labor Relations Board	Bowling Green State University	Black United Fund of Illinois, Inc.
African American	Illinois Emergency Management Agency and Office of Homeland Security – Office of Nuclear Safety	Eastern Illinois University	Eastern Illinois University Career Services
African American	State Fire Marshal	Georgia State University	Monster Education Foundation
Hispanic	Transportation – Office of Finance & Administration	Illinois State University	Hispanic Women of Springfield
Hispanic	Illinois Emergency Management Agency and Office of Homeland Security	University of Dayton	Hispanic Women of Springfield
Hispanic	Illinois Gaming Board – DEIA / Communications	Harold Washington College	City Colleges of Chicago
Hispanic	Illinois State Board of Education – Operations Center	University of Illinois Urbana-Champaign	University of Illinois at Urbana-Champaign's La Casa Cultural Latina





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Self-Identification	Agency	Intern Enrollment	Community Partner
Hispanic	Central Management Services – Diversity & Inclusion	University of Illinois Urbana-Champaign	University of Illinois at Urbana-Champaign's La Casa Cultural Latina
Asian American	Illinois Criminal Justice Information Authority	University of Illinois Urbana-Champaign	Asian American Chamber of Commerce of Illinois
Asian American	Commerce & Economic Opportunity	Vanderbilt University	Korean American Association of Chicago
Asian American	Transportation – Office of Business & Workforce Diversity	Indiana University	Monster Education Foundation
Asian American	Abraham Lincoln Presidential Library & Museum – Human Resources, DEI	University of Illinois Chicago	National Association of Asian American Professionals
Asian American	Central Management Services – Human Resources	University of Illinois Chicago	National Association of Asian American Professionals
White	Central Management Services – Bureau of Labor Relations	Eastern Illinois University	Eastern Illinois University Career Services

The full listing of CMS Diversity & Inclusion Community Partners that were invited to participate in the 2024 cohort is provided below.

Community Partners
African American Employment Plan Advisory Council
Alliance of Filipinos for Immigrant Rights and Empowerment
Alpha Phi Alpha Fraternity
Asian American Chamber of Commerce of Illinois
Asian American Coalition of Chicago
Asian American Employment Plan Advisory Council
Beardstown Neighborhood Council
Black Leadership Council
Black United Fund of Illinois, Inc.
Brightpoint

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Community Partners
California Indian Manpower Consortium, Inc.
Cambodian Association of Illinois
Career/Job Fair for Black America
Centro for Hispanic & Immigrant Community Opportunities
Chi Lambda Lambda Chapter Omega Psi Phi Fraternity
Chicago American Indian Community Collaborative
Chicago Japanese American Council
Chicago State University – Career Development
Chicago State University - Center for Latino Success
Chicago Urban League
Chicago Westside NAACP
Chinese Mutual Aid Association
City Colleges of Chicago - Enterprise
Coalition for a Better Chinese American Community
Eastern Illinois University – Career Services
Federation of Indian Associations
Greater Kankakee Black Chamber of Commerce
HANA Center
Hanul Family Alliance
Harper College – Asian Student Association
Hispanic Alliance for Career Enhancement
Hispanic Employment Plan Advisory Council
Hispanic Women of Springfield
Illinois Latino Council on Higher Education
Illinois Legislative Caucus Foundation
Kankakee County NAACP
KAN-WIN
Korean American Association of Chicago
Korean Cultural Center of Chicago
Mexican Consulate in Chicago
Monster Education Foundation
Multicultural Education Group
National Association of Asian American Professionals
National Latino Education Institute
Native American Employment Plan Advisory Council
Northeastern Illinois University – El Centro
Northwestern University

<b>Community Partners</b>
Oakton College - COMPASS
Philippine American Cultural Foundation
Pilsen Neighbors Community Council
Puerto Rican Bar Association
Richland Community College Career Center
Salvation Army Kroc Corps Community Center
Small Business Advocacy Council
Southern Illinois University at Edwardsville
Southern Illinois University Edwardsville – Student Opportunities for Academic Results
Springfield's Black Chamber of Commerce, CAP 1908
St. Kateri Center of Chicago
Thai Illinois Chamber of Commerce
United Chinese Americans
United States Hispanic Leadership Alliance
University of Chicago Illinois – Asian American Resource and Cultural Center
University of Chicago Illinois – Asian American Student Academic Program
University of Illinois Urbana-Champaign – La Casa Cultural Latina
Urban League Madison County

**Post-Secondary Education Recruitment**

The following table details outreach efforts of the 49 participating agencies toward Minority-Serving Institutions (MSIs). Headers includes acronyms for the federal designations: Historically Black Colleges and Universities (HBCU); Hispanic Serving Institutions (HSI); Asian American and Native American Pacific Islander Serving Institutions (AANAPISI); Native American-Serving Nontribal Institutions (NASNTI).

<b>Agency</b>	<b>HBCU</b>	<b>HSI</b>	<b>AANAPISI</b>	<b>NASNTI</b>	<b>None</b>
Aging					<b>X</b>
Agriculture					<b>X</b>
Arts Council					<b>X</b>
Central Management Services	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>	
Children & Family Services	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>	
Civil Service Commission					<b>X</b>

## FY24 Native American Employment Plan Report

Agency	HBCU	HSI	AANAPISI	NASNTI	None
Commerce & Economic Opportunity					X
Commerce Commission					X
Commission on Equity and Inclusion					X
Corrections	X	X	X	X	
Council on Developmental Disabilities					X
Criminal Justice Information Authority					X
Deaf and Hard of Hearing Commission					X
Employment Security	X	X	X	X	
Environmental Protection Agency					X
Financial & Professional Regulation					X
Gaming Board	X		X		
Guardianship and Advocacy Commission					X
Healthcare and Family Service		X	X		
Housing Development Authority	X	X			
Human Rights					X
Human Rights Commission	X				
Human Services	X	X	X	X	
Independent Tax Tribunal					X
Innovation & Technology	X	X	X		
Insurance					X
Juvenile Justice					X
Labor					X
Labor Relations Board					X
Liquor Control Commission					X



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Agency	HBCU	HSI	AANAPISI	NASNTI	None
Lottery					X
Military Affairs					X
Natural Resources	X	X			
Pollution Control Board					X
Power Agency	X				
Procurement Policy Board					X
Property Tax Appeal Board					X
Public Health					X
Racing Board					X
Revenue					X
State Board of Elections					X
State Board of Investment	X	X	X		
State Fire Marshal					X
State Police	X	X	X	X	
State Police Merit Board					X
State Retirement Systems					X
Transportation	X	X	X		
Veteran Affairs					X
Workers' Compensation Commission					X

Additionally, the table below expands on the outreach efforts of those same 49 participating agencies at community colleges and public state universities throughout Illinois.

Agency	Illinois Community Colleges	Public State University	None
Aging		X	
Agriculture	X	X	
Arts Council			X
Central Management Services	X	X	
Children & Family Services	X	X	



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Agency	Illinois Community Colleges	Public State University	None
Civil Service Commission			X
Commerce & Economic Opportunity	X	X	
Commerce Commission		X	
Commission on Equity and Inclusion			X
Corrections	X	X	
Council on Developmental Disabilities			X
Criminal Justice Information Authority		X	
Deaf and Hard of Hearing Commission	X		
Employment Security	X	X	
Environmental Protection Agency		X	
Financial & Professional Regulation	X	X	
Gaming Board	X	X	
Guardianship and Advocacy Commission		X	
Healthcare and Family Services	X	X	
Housing Development Authority	X	X	
Human Rights		X	
Human Rights Commission	X	X	
Human Services	X	X	
Independent Tax Tribunal			X
Innovation & Technology	X	X	
Insurance		X	
Juvenile Justice	X	X	
Labor			X
Labor Relations Board			X



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Agency	Illinois Community Colleges	Public State University	None
Liquor Control Commission	X		
Lottery			X
Military Affairs			X
Natural Resources	X	X	
Pollution Control Board			X
Power Agency		X	
Procurement Policy Board			X
Property Tax Appeal Board			X
Public Health			X
Racing Board		X	
Revenue	X	X	
State Board of Elections		X	
State Board of Investment	X	X	
State Fire Marshal	X	X	
State Police	X	X	
State Police Merit Board			X
State Retirement Systems			X
Transportation	X	X	
Veteran Affairs	X	X	
Workers' Compensation Commission			X



### Diversity in Interviews

Effective January 1, 2022, PA 102-225 requires that each State agency establish the goal of increasing diversity on interview panels. The objective is to increase State employment opportunities provided to women, minority persons, and persons referenced in the goals of the Native American Employment Plan.

In May of 2022, the Governor of Illinois required all State employees, boards, commissions, and councils to complete newly developed, Diversity, Equity, and Inclusion (DEI) trainings. This training is designed to address implicit and explicit biases in the hiring process and to ensure steps and considerations are taken to address those potential biases. As a result, all employees who participate in the hiring review, processing, and interviews of prospective applicants, are trained on how to avoid bias.

In collaboration with the Governor's Office of Equity and CMS Diversity & Inclusion teams, the CMS Project Management team developed an internal tool to automate the data required to report identity of interview panels. This dashboard for automatic data was created in FY22 and is pending complete transition of the Statewide Personnel Human Capital Management records system in order to extract and report accurate data.





### Native American Employment Plan: Goals for FY25

In years past, this portion of the report included goals that were authored by CMS. Goals included initiatives led by CMS Diversity & Inclusion to support all agency participation to engage in identity-centered opportunities that supported recruitment needs. In response to requests from diverse members of Employment Plan Advisory Councils, CMS has stepped back from proposing self-managed, enterprise-wide initiatives as goals. Instead, the Employment Plan Advisory Council Members requested agencies produce their own quantitative goals for FY25 to be included in this report. Agencies were invited to inaugural CMS information sessions in the fall where guidance for survey completion was provided with opportunity for questions.

Agencies were asked to consider what a satisfactory outcome would be if all their outreach and recruitment efforts were fruitful. To achieve these goals, agencies must develop a targeted recruitment strategy whereby federal and state hiring laws are followed, while simultaneously increasing the equitable representation of Native Americans in the State workforce.

In FY25, CMS D&I will continue to provide State agencies with the following opportunities to build a robust pipeline of Native American prospective applicants that supports their targeted recruitment strategies and new goals:

1. **Proactive Outreach:** Engaging directly with diverse communities across Illinois, especially in regions with significant Native American populations, to attract a more representative applicant pool.
2. **Partnerships with Community Organizations:** Collaborating with organizations rooted in Native American communities to spread awareness of job opportunities and provide career information.
3. **Educational Institution Partnerships:** Engaging with diverse colleges and universities that will offer access to internships and State employment resources to new graduates and professionals seeking public sector careers.
4. **Events and Networking Opportunities:** CMS will assist by connecting agencies with events, facilitating partnerships, providing career-related presentations, and participating in panel discussions. These efforts will further enhance visibility and appeal of State government roles for Native Americans.



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The table below provides the inaugural responses provided by State agencies as they attempt to gauge outcomes from successful recruitment efforts targeting Native American candidates:

### FY25 Native American Employment Plan Goals

Agency	Total Native American Recruitment Goal	Native American SPSA Recruitment Goal	Native American PSA Recruitment Goal
Aging	3	2	1
Agriculture	0	0	0
Arts Council	0	0	0
Central Management Services	4	2	1
Children & Family Services	0	0	0
Civil Service Commission	0	0	0
Commerce & Economic Opportunity	2	1	1
Commerce Commission	1	0	0
Commission on Equity and Inclusion	0	0	0
Corrections	8	0	0
Council on Developmental Disabilities	0	0	0
Criminal Justice Information Authority	1	1	1
Deaf and Hard of Hearing Commission	1	0	1
Employment Security	90	10	10
Environmental Protection Agency	0	0	0
Financial & Professional Regulation	10	4	10
Gaming Board	0	0	0
Guardianship and Advocacy Commission	1	0	1
Healthcare and Family Services	1	0	0
Housing Development Authority	0	0	0
Human Rights	0	0	0
Human Rights Commission	1	0	0
Human Services	7	1	1
Independent Tax Tribunal	0	0	0
Innovation & Technology	0	0	0
Insurance	1	0	0
Juvenile Justice	Not reported	Not reported	Not reported
Labor	0	0	0
Labor Relations Board	2	0	1



## FY24 Native American Employment Plan Report

Agency	Total Native American Recruitment Goal	Native American SPSA Recruitment Goal	Native American PSA Recruitment Goal
Liquor Control Commission	1	0	0
Lottery	0	0	0
Military Affairs	0	0	0
Natural Resources	0	0	0
Pollution Control Board	0	0	0
Power Agency	0	*	0
Procurement Policy Board	0	0	0
Property Tax Appeal Board	0	0	0
Public Health	0	0	0
Racing Board	1	0	0
Revenue	1	0	1
State Board of Elections	0	0	0
State Board of Investment	0	0	0
State Fire Marshal	0	0	0
State Police	0	0	0
State Police Merit Board	0	0	0
State Retirement Systems	0	0	0
Transportation	Not reported	Not reported	Not reported
Veteran Affairs	5	0	0
Workers' Compensation Commission	0	0	0



### 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 FY24, 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 a citizen and Elder of the Montaukett Indian Nation and of Maliseet, Matinecock, Penobscot, and Weskarini descent. Matt is a proven national and local advocate in the Native American community. He is a co-founder of the Illinois Native American Bar Association and the National Native American Code Officials and served on the faculty of the Native American Educational Services College and the National Tribal Judicial Center. Mr. Beudet is the founder and president of Ádisóke Solutions, LLC a consulting and strategic communication firm.

Ádisóke (AH-dee-SOH-kay) is an Algonquin word for storytelling. Mr. Beudet is a licensed attorney and began his public service in 1987 as an unpaid intern in the Cook County State's Attorney's Office. Over the decades, he rose to various leadership roles under multiple state's attorneys, chief judges, county board presidents, mayors, and governors until his retirement from government as the Chicago building commissioner in early 2024. He became the first enrolled member of a Native American nation to be confirmed to appointed office by the Illinois Senate and the City Council of Chicago. He also has extensive private sector experience in Europe and the U.S. His subject matter expertise covers law, business, transportation, construction, infrastructure, economic development, workforce development, and change management.



Beaudet received his B.S. from Loyola University Chicago and his J.D. from the John Marshall Law School and has completed post-graduate studies at the University of Oxford, Universität Salzburg, the National Judicial College, and the U.S. Emergency Management Institute.

Beaudet is a proud fifth-generation Illinoisian and resides in Chicago where he and his wife raised their two children.



**Charlotte E. Davidson** or “Dr. Char” as she is known by many, 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 the late Wilbur Wilkinson, Sr. Her maternal grandparents are Sally (Manygoats) Yazzie and Kee Horseherder-Yazzie. Her paternal grandparents are Molly (Wolf) Wilkinson and Ernest P. Wilkinson. Concerning kinship relations, she is of the Tó'aheedlíinii (Water Flows

Together People), born for the Waterbuster People. Her maternal grandfather's clan is Kinlichii'nii (Red House People), and her paternal grandfather is the Flint Knife clan. She earned her B.A. degree in American Indian Studies from Haskell Indian Nations University and her M.Ed. degree and Ph.D., respectively, in Educational Policy Studies at the University of Illinois at Urbana Champaign. Dr. Davidson presents nationally on Indigenous higher education, Indigenous women, and place-based relationalities. 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*; and *A Better Future: The Role of Higher Education for Displaced and Marginalised People*.

Dr. Davidson currently serves as the Director of the Native American House at the University of Illinois Urbana-Champaign. She possesses over two decades of progressively responsible experience across institutional types and functional areas, including Native American student services, Native affairs, diversity administration, and undergraduate and graduate teaching. Her scholarship and leadership practice is deeply influenced by Diné matrilineal pedagogies and focuses on political questions and epistemological concerns linked to the participation of Indigenous people 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.



**W 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. 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.





### Methodology

Given that the State of Illinois is working to shore up employee-specific data from the second half of FY24, the data reported is different than in prior years. Where appropriate for a year-over-year comparison of Personnel Code-covered employees (which captures approximately 90% of the State workforce under the Governor), CMS will provide that parallel information, which is unfortunately accurate only up to December 31, 2024. This dataset is cited as “PEERS” or “CMS Mainframe.” Where the data is limited to accuracy as of December 31, 2024, that is specifically noted.

A second data set leverages agency-reported data. Through the FY24 Employment Plan/Bilingual Needs & Bilingual Pay Survey, CMS provided agencies with significantly more opportunities to provide real-time workforce data. This is intended to help supplement the lag of accurate employee-level data. The agency data also may differ from the PEERS data set in that it includes employees not covered by the Personnel Code and whose personnel information was therefore stored outside of PEERS. While this data set is incomplete due to agency participation being less than complete, it provides insight that is important to serving the goal of this report, assessing efficacy of prior Employment Plan goals and informing goals for the upcoming year. Moving forward, data regarding the entire population of the State workforce will be maintained and reportable.

CMS worked to source agency responses in all possible segments and charts of this report. All charts in this report include a source detail and data set descriptors are included in text to note from where information was gathered.

### Contact Information

Patricia Santoyo-Marin Deputy Director, Diversity & Inclusion  
Illinois Department of Central Management Services  
[Patricia.Santoyo-Marin@Illinois.gov](mailto:Patricia.Santoyo-Marin@Illinois.gov)





### Appendix

Individual agency outreach materials and all agency survey answer documents can be found online as 2024 Employment Plan Appendix at: <https://cms.illinois.gov/personnel/dep/naep.html>

