



FY 2025

Native American EMPLOYMENT PLAN REPORT

Purpose of This Report & Governing Authority

This report serves as the annual plan to increase the representation of Native American persons employed at State agencies, including entry-level, 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 Plan Advisory Council (NA EPAC). 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 measure also considers the US Census Bureau definition of Native American as, “A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment.” The State of Illinois also utilizes similar language as the federal definition of Native American, 775 ILCS 5/2-105. However, the revised language (federal and state) can lead to individuals’ falling under two categories, Hispanic (national origin/ethnicity) and Native American (race).

The CMS data team reviews the US Census Bureau data to eliminate the duplication through using the framework set out in the Data Governance and Organization to Support Equity and Racial Justice Act of IGA Public Act 60 language that allows for identifying similar fields of data sets, improving, and cleaning data, and disaggregating by race and national origin/ethnicity. When persons who identify as Hispanic are eliminated from the Native American data set, the Census Bureau number for Native Americans significantly decreases. The CMS data team does not have a similar tool to remove duplication data from the State of Illinois employee *self-identification* data sets, so this can lead to an overrepresentation of Native Americans who work for the State of Illinois.

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, ensuring interview panel diversity, further diversifying of human resources staff, and in career development participation rate. As required by law, CMS submits the following report to the Illinois General Assembly on or before February 1, 2026.

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 is reflective of 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 Fiscal Year 2025 State employment insights for specific agencies through our centralized survey, data analysis, and reporting. It provides a snapshot of statewide workforce demographics along with a highlight of agency specific efforts to support diversity in State hiring and employee retention. CMS is committed to supporting all State agencies in their efforts to achieve equitable personnel operations. In 2025, CMS again prioritized the important work of recruiting and retaining the nation's strongest and most diverse workforce by establishing four Statewide Managers for Diversity & Inclusion. These Senior Public Service Administrators lead within the Director's Office and directly support the efforts of the Employment Plan Advisory Councils, as well as this annual report. CMS is proud to continue to develop and share preconfigured community engagement opportunities for sister agencies to leverage and scaffold towards their individual annual workforce goals.

With renewed commitment, CMS will build upon the successes and work to minimize gaps of opportunity throughout the State. Through community engagement and sister agency partnership, CMS looks to move 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 2025 (FY25) 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 FY25, CMS D&I received a total of 47 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% utilizing Census Bureau 2020 decennial data. 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 FY25, State of Illinois workforce included a total of 237 Native American employees who *self-identify* as Native American, reporting at 0.39% representation. This is an increase in overall numbers from 214 Native American staff. However, the increase in Native American hires resulted in an overall decrease from 0.5% overall representation in FY24, as the overall number of State employees increased at a larger margin.

While this report indicates a positive trend in the number of *self-identified* Native American hires to the State workforce over the past five years, a decrease in State workforce representation by percentage can be attributed to a disproportionate hiring of Native Americans in correlation to growth in overall state workforce. 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.

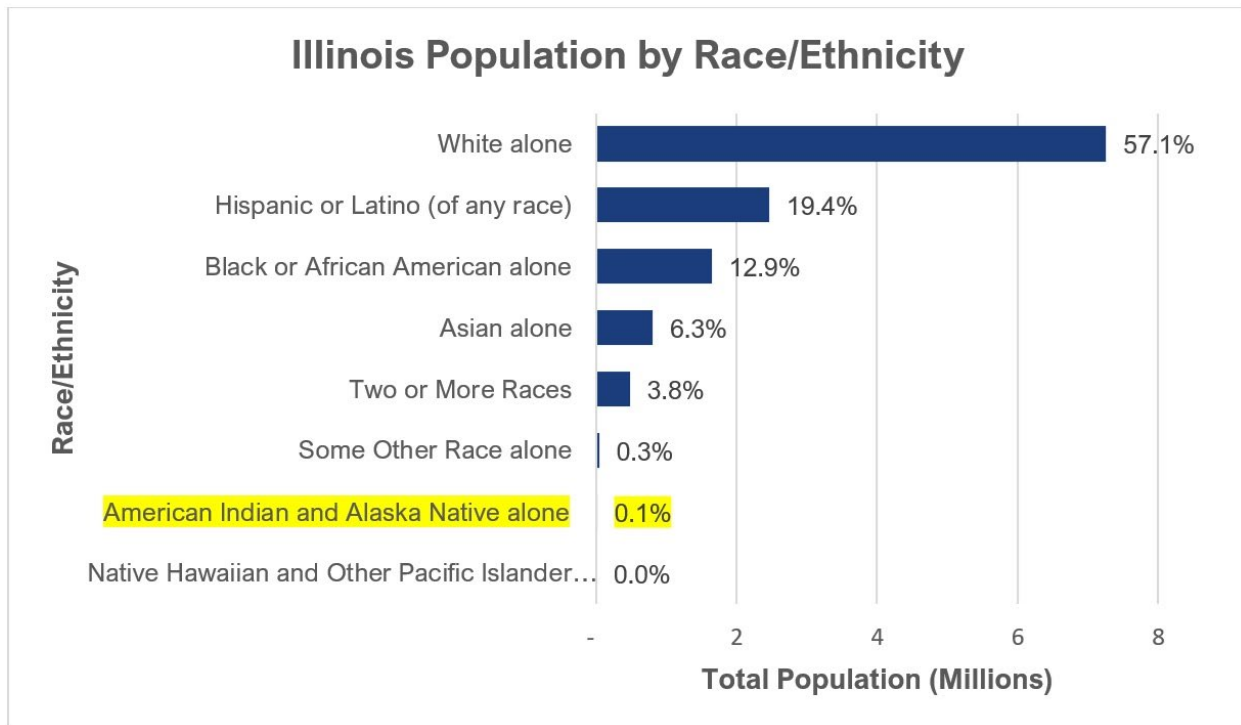
Of the 47 agencies that participated in CMS's annual Employment Plan Survey, 18 reported having an employee responsible for outreach and recruitment to the Native American community, while 29 did not. Only three agencies reported to have a Native American employee formally responsible for coordinating 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 ten 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 2024 United States Census’ American Community Survey (ACS) reported the Illinois population to be 12,710,158, which indicates a decrease of 102,350 (-0.8%) from the 2020 Decennial Census (12,812,508).

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 2024.



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 the American Indian and Alaska Native Alone category.

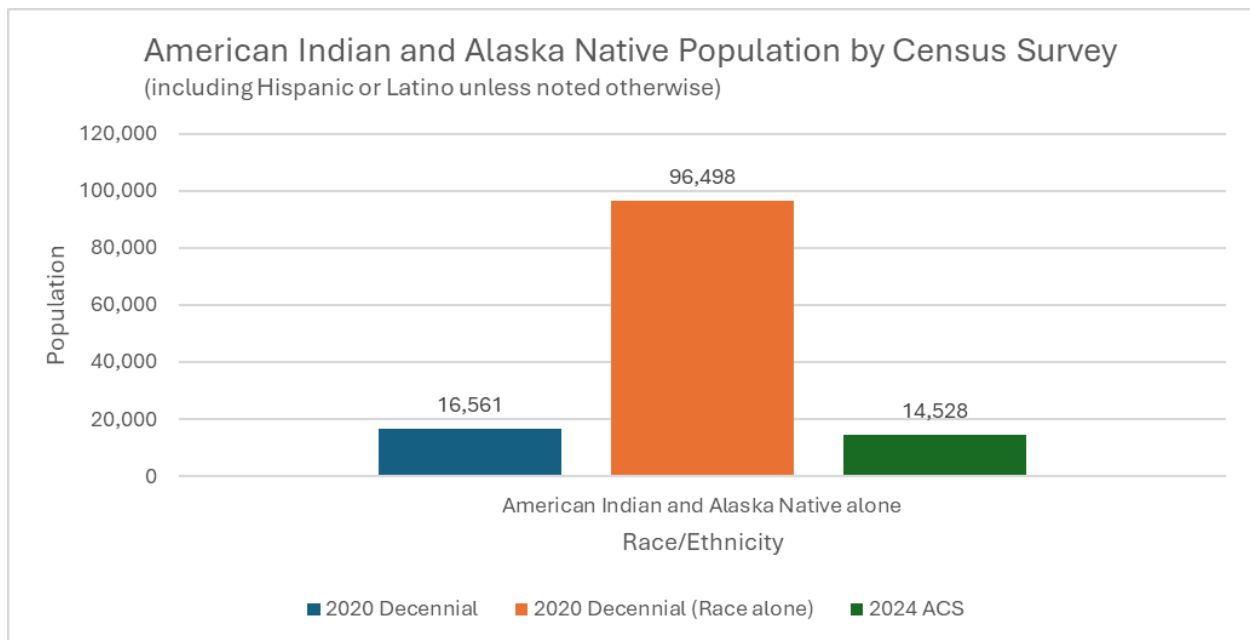
According to the 2024 United States Census’ American Community Survey, the *Native American Alone (and not Hispanic or Latino)* population in Illinois is 0.1% or about 14,528 people.

According to the 2020 United States Census’ Decennial Survey, the *Native American Alone (and not Hispanic or Latino)* population in Illinois is 0.1% or about 16,561 people.

According to the 2020 United States Census’ Decennial Survey, the *Native American Alone (including Hispanic or Latino)* population in Illinois is 0.8% or about 96,498 people. The United State Census’ Decennial Survey identifies the Native American “alone” population of Illinois to be about 16,561 or .01%. Whereas the 2024 ACS population survey which is not as thorough as the

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Decennial shows a decrease of the Native American population to 14,528 or 0.1% of Illinois' overall population. For purposes of this report, the Native American Alone (including Hispanic or Latino) population data will be utilized to allow comparison to CMS State employee data.



Agency Survey Responses

Every year, CMS produces a survey to complement otherwise accessible data for this report. Uniquely for FY25, 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.

Survey Questions
Recruitment
Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment.
For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.)
Internship
How many paid interns did your agency hire during fiscal year 2025?
How many interns did your agency hire during fiscal year 2025 who were unpaid and did not work in exchange for educational credit?
Interviews
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2025?
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.
Recruitment Goals
Considering your current representation of Native American Employees, and your anticipated hiring of SPSA's in FY26, if your recruitment efforts are successful, what would you anticipate your representation of Native American employees in SENIOR PUBLIC SERVICE ADMINISTRATOR positions to be at the end of FY26? (Overall increase goal of 24.5)
Considering your current representation of Native American Employees and your anticipated hiring of PSA'S in FY26, if your recruitment efforts are successful, what would you anticipate your representation of Native American employees in PUBLIC SERVICE ADMINISTRATOR positions to be in FY26? (Overall increase goal of 21.5)

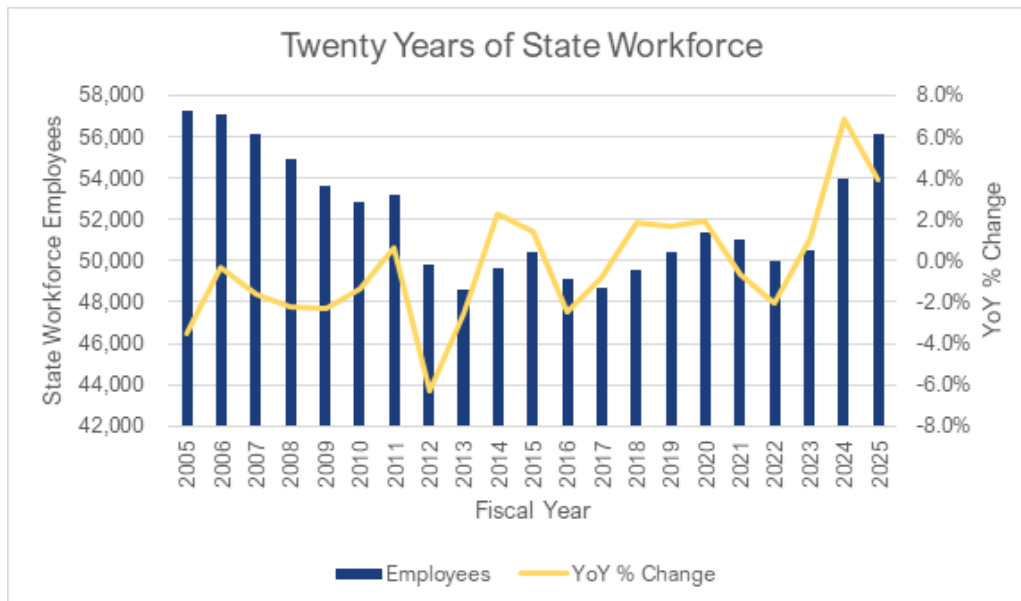
Workforce by Year

The State of Illinois is currently amid a technology transformation of its Human Resources (HR) systems. While paused in early stages of transformation, namely the build and implementation of digital and cloud hiring capabilities, the State continues to work through challenges related to the migration and updating of employee-specific data.

CMS worked to source self-reported agency responses in all possible data segments, graphs/charts/tables for this report. All data sections in this report includes source detail and data descriptors, in text, to note and validate where information was gathered.

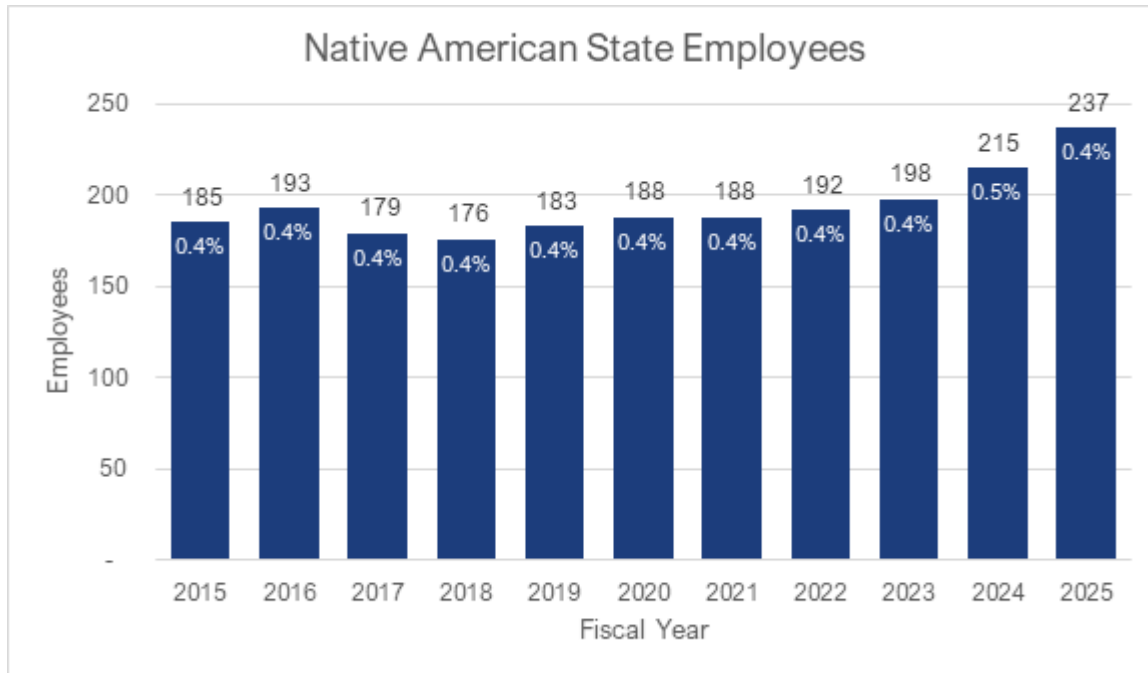
Workforce data, by agency headcounts, is reported to and maintained by the Governor’s Office of Management and Budget. Because headcount numbers include coded (all agencies under CMS purview) and non-Code staff (e.g. ISP sworn officers or IDOT engineers), independent reporting may show a sizable difference between State employment numbers. Despite differences between headcounts, the data shared in this FY25 Employment Plan Report serves as a snapshot of the current 2025 workforce in comparison with the State’s employment history as noted in the 20-year archive as depicted in the following graph.

Also note-worthy, all mentioned recruitment and data-gathering efforts/outcomes occurred during a season of unprecedented growth across the State workforce. State employment 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.



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For a closer look at employee headcounts for this report, the graph below details the number of Native American State Employees from FY15 through FY25. Data for FY15 through FY24 is sourced from PEERS and is effective through the first half of FY24 (December 31, 2023), while data shown for FY25 is sourced from SuccessFactors, the new digital platform, to provide the most accurate counts.



Source: PEERS FY14 – FY24 effective through December 31, 2023; SuccessFactors effective through FY25



Overall Diversity Representation by Agency

The following table provides an overview of the diversity of agency staff by percentage as is available in SuccessFactors.

Agency	Percentage of African American Employees	Percentage of Asian American Employees	Percentage of Hispanic Employees	Percentage of Native American Employees
Abraham Lincoln Presential Library & Museum	6.0%	1.0%	1.0%	0.0%
Commission on Equity and Inclusion	42.9%	7.1%	39.3%	0.0%
Agriculture	22.2%	0.5%	2.2%	0.7%
Corrections	12.3%	0.8%	4.0%	0.4%
Military Affairs	14.8%	1.0%	2.0%	1.0%
Public Health	16.7%	9.0%	6.0%	0.5%
Lottery	17.3%	1.7%	8.1%	0.6%
Transportation	9.6%	2.2%	6.6%	0.2%
Human Rights Commission	29.4%	2.9%	29.4%	0.0%
Educational Labor Relations Board	25.0%	0.0%	0.0%	0.0%
Emergency Management Agency	6.0%	3.8%	3.3%	0.0%
Independent Tax Tribunal	0.0%	100.0%	0.0%	0.0%
Labor Relations Board	20.0%	13.3%	0.0%	0.0%
Workers' Compensation Commission	21.4%	7.7%	13.7%	0.0%
Office of the State Fire Marshal	3.2%	0.0%	3.2%	0.0%
Pollution Control Board	11.1%	11.1%	0.0%	0.0%
Property Tax Appeal Board	10.3%	0.0%	5.1%	0.0%
State Police Merit Board	0.0%	0.0%	0.0%	0.0%

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The following table provides an overview of the diversity of agency staff by percentage as was self-reported by each agency in the FY25 CMS Employment Plan Survey.

Agency	Percentage of African American Employees	Percentage of Asian American Employees	Percentage of Hispanic Employees	Percentage of Native American Employees
Aging	19.7%	1.7%	11.0%	1.7%
Arts Council	20.0%	15.0%	20.0%	0.0%
Central Management Services	12.7%	2.4%	3.8%	0.7%
Children and Family Services	41.1%	2.0%	9.7%	0.3%
Civil Service Commission	0.0%	0.0%	0.0%	0.0%
Commerce & Economic Opportunity	15.5%	4.1%	8.0%	0.5%
Commerce Commission	15.0%	1.7%	5.0%	0.0%
Council on Developmental Disabilities	16.7%	0.0%	0.0%	0.0%
Criminal Justice Information Authority	37.4%	10.4%	10.4%	0.0%
Deaf and Hard of Hearing Commission	20.0%	0.0%	0.0%	0.0%
Employment Security	28.8%	4.1%	20.5%	0.0%
Environmental Protection Agency	7.0%	9.2%	4.5%	0.3%
Financial and Professional Regulation	19.4%	4.6%	11.2%	0.6%
Gaming Board	11.5%	3.7%	8.3%	0.0%
Guardianship & Advocacy Commission	21.5%	2.2%	12.6%	1.5%
Healthcare and Family Services	17.1%	3.8%	8.5%	0.2%
Human Rights	31.0%	5.6%	29.4%	0.8%
Human Services	35.9%	5.7%	11.7%	0.6%
Innovation and Technology	13.0%	14.2%	3.3%	0.4%



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Insurance	8.7%	4.9%	5.9%	0.0%
Juvenile Justice	37.7%	1.5%	7.5%	0.3%
Agency	Percentage of African American Employees	Percentage of Asian American Employees	Percentage of Hispanic Employees	Percentage of Native American Employees
Labor	19.5%	7.6%	31.4%	0.0%
Law Enforcement Training & Standards Board	17.3%	1.9%	1.9%	0.0%
Natural Resources	1.9%	0.9%	1.7%	0.7%
Prisoner Review Board	6.7%	0.0%	3.3%	0.0%
Racing Board	7.7%	0.0%	7.7%	0.0%
Revenue	13.3%	4.9%	4.7%	0.3%
State Retirement Systems	6.5%	4.6%	0.9%	0.0%



Native Americans in Leadership by Agency

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

The FY25 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.

Agency	Total Employees	Total Native American Employees	Total Native American SPSA	Total Native American PSA	Data Source
Abraham Lincoln Presential Library & Museum	100	0	0	0	Success Factors
Aging	173	3	0	0	Self-reported
Agriculture	1,104	8	0	0	Success Factors
Arts Council	20	0	0	0	Self-reported
Central Management Services	806	6	2	0	Self-reported
Children and Family Services	3,934	12	0	4	Self-reported
Civil Service Commission	4	0	0	0	Self-reported
Commerce & Economic Opportunity	412	2	1	0	Self-reported
Commerce Commission	60	0	0	0	Self-reported
Commission on Equity and Inclusion	28	0	0	0	Success Factors

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Corrections	12,119	53	0	2	Success Factors
Agency	Total Employees	Total Native American Employees	Total Native American SPSA	Total Native American PSA	Data Source
Council on Developmental Disabilities	6	0	0	0	Self-reported
Criminal Justice Information Authority	182	0	0	0	Self-reported
Deaf and Hard of Hearing Commission	5	0	0	0	Self-reported
Educational Labor Relations Board	8	0	0	0	Success Factors
Emergency Management Agency	183	0	0	0	Success Factors
Employment Security	1,130	0	0	0	Self-reported
Environmental Protection Agency	786	2	0	0	Self-reported
Financial and Professional Regulation	475	3	0	0	Self-reported
Gaming Board	217	0	0	0	Self-reported
Guardianship & Advocacy Commission	135	2	0	0	Self-reported
Healthcare and Family Services	1,917	4	1	0	Self-reported
Human Rights	126	1	0	1	Self-reported
Human Rights Commission	34	0	0	0	Success Factors
Human Services	15,548	99	3	4	Self-reported
Independent Tax Tribunal	1	0	0	0	Success Factors
Innovation and Technology	1,381	6	0	1	Self-reported
Insurance	286	0	0	0	Self-reported
Juvenile Justice	610	2	0	0	Self-reported
Labor	118	0	0	0	Self-reported
Labor Relations Board	15	0	0	0	Success Factors



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Law Enforcement Training & Standards Board	52	0	0	0	Self-reported
Agency	Total Employees	Total Native American Employees	Total Native American SPSA	Total Native American PSA	Data Source
Lottery	173	1	0	1	Success Factors
Military Affairs	196	2	0	0	Success Factors
Natural Resources	1,186	8	1	0	Self-reported
Office of the State Fire Marshal	187	0	0	0	Success Factors
Pollution Control Board	18	0	0	0	Success Factors
Prisoner Review Board	30	0	0	0	Self-reported
Property Tax Appeal Board	39	0	0	0	Success Factors
Public Health	1,317	6	1	0	Success Factors
Racing Board	13	0	0	0	Self-reported
Revenue	1,373	4	0	0	Self-reported
State Police Merit Board	3	0	0	0	Success Factors
State Retirement Systems	108	0	0	0	Self-reported
Transportation	6,362	13	0	0	Success Factors
Workers' Compensation Commission	117	0	0	0	Success Factors



Agency Budget Allocations for Recruitment Efforts

The FY25 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
Abraham Lincoln Presidential Library & Museum	X	X	X
Aging	X		
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

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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
Guardianship and Advocacy Commission	X		
Healthcare and Family Services	X	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			
Law Enforcement Training & Standards Board			
Lottery			
Military Affairs			
Natural Resources	X	X	X
Pollution Control Board			
Power Agency			
Procurement Policy Board			
Property Tax Appeal Board			
Public Health	X	X	X
Racing Board			
Revenue	X	X	X
State Board of Elections			
State Board of Investment			
State Fire Marshal	X	X	X
State Police	X	X	X
State Police Merit Board			
State Retirement Systems			
Transportation	X	X	X
Veteran Affairs			
Workers' Compensation Commission			



Outreach and Recruitment

Of the 47 agencies responding to the FY25 CMS Employment Plan Survey, 11 reported having an employee responsible for outreach and recruitment to the Native American community, 36 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, 6 reported to having an employee with that such authority. Of those:

- Three had authority in Hiring/Promotion, Interviews, and Creating Policies
- One had authority in Hiring/Promotion
- Two 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
Abraham Lincoln Presidential Library & Muse				
Aging	X	X	X	X
Agriculture				
Arts Council				
Central Management Services				
Children & Family Services	X	X	X	X
Civil Service Commission				
Commerce & Economic Opportunity				
Commerce Commission				
Commission on Equity and Inclusion				
Corrections	X	X	X	X
Council on Developmental Disabilities				

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Agency	African American	Hispanic	Asian American	Native American
Criminal Justice Information Authority	X	X	X	X
Deaf and Hard of Hearing Commission	X	X	X	X
Educational Labor Relations Board	X	X		
Emergency Management Agency				
Employment Security				
Environmental Protection Agency	X	X	X	X
Financial & Professional Regulation				
Gaming Board				
Guardianship and Advocacy Commission	X	X	X	X
Healthcare and Family Services		X		
Housing Development Authority	X	X		
Human Rights				
Human Rights Commission	X	X		
Human Services	X		X	
Independent Tax Tribunal	X	X	X	
Innovation & Technology	X	X	X	X
Insurance	X	X	X	X
Juvenile Justice				
Labor				
Labor Relations Board				
Law Enforcement Training & Standards Board	X	X	X	X
Lottery				
Military Affairs				
Natural Resources	X	X	X	X
Pollution Control Board				
Power Agency				
Procurement Policy Board				
Property Tax Appeal Board		X		
Public Health				
Racing Board				
Revenue				



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Agency	African American	Hispanic	Asian American	Native American
State Police Merit Board				
State Retirement Systems	X	X	X	X
Torture Inquiry and Relief Commission	X	X	X	X
Transportation				
Workers' Compensation Commission				



Community Partner Organizations

The CMS D&I FY25 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
Abraham Lincoln Presidential Library & Museum	Boys & Girls Club, Urban League, HACE, Hispanic Association of State Employees
Aging	IAHSE
Agriculture	Asian American Employment Plan Advisory Council; Hispanic Employment Plan Advisory Council; Indian Association of Greater Springfield; African American Employment Plan Advisory Council; Phoenix Center; Illinois Association of Hispanic State Employees
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
<p>Children & Family Services</p>	<p>Egyptian Health Department Summer Extravaganza; 2024 Fourth of July Celebration; 38th Annual Salute to Freedom; Sen Peters, Rep Buckner, Ald Robinson, Comm Lowry Job Fair Hirers; Speak out Community Fair – Galesburg; Back to School Bash; Peoria Riverfront Market; Kids Day- Village of Monee; We Are Chinatown; McHenry County Fiesta Days Beach Bash; Springfield Lucky Horseshoes Baseball Event; Marion Summer Job Fair; Alderman Will Hall Job Fair; Mano a Mano 2024 Job Fair; Christian County Fair Community Day; State Senator Celina Villanueva Hiring Event; Normal Cornbelters Baseball Game ; Rivercity Pridefest 2024; American Indian Center Holiday Market; Back to School Bash - Mt. Carmel; Back to School Bash - Fairmont City; Fiesta Del Sol; Aetna Back to School Health and Resource Fair; Taste of Chicago : Marquette Park; Southern Illinois Back to School Expo; Back to School Bash; Aurora Puerto Rican Heritage Festival; American Indian Center Outreach; American Indian Center’s Pow Wow; Chicago Residents & Newly Arrival Job Fair; Angel of God Resource Center In. Job Fair; CBO Collective Hiring and Resource Fair; Abraham Lincoln Presidential Library and Museum Back 2 School Bash; Kidz Fest; National Night Out Springfield; National Night Out Carterville; Illinois State Fair; Rep. Sharon Chung's Job Resource Fair and Blood Drive; Back to School Celebration – Greenville; Bud Billiken Parade; Ice Cream Social & Child Safety Day ; 2024 India Day Celebration; State Rep. Faver Dias, Senator Mary Edly-Allen Job Fair ; Ping Tom Park Advisory Councils Back to School Bash; Community Resource Expo; Community Resource Fair – Collinsville; UCAN Summer Hiring Event; Congressman Bill Foster’s Job & Career Fair; Back to School Rally Cook/North Central; Taste of Chicago Pop Up: Pullman Park; Be Strong Families Event; Kind Campaign Back to School Bash; CPS 2024 Back 2 School Bash; State Representative Kevin Schmidt Job Fair; Sabin Dual Language Back to School Bash; Alderman Lamont Robinson Back to School Fair; Elote Festival 2024; Du Quoin State Fair; Robbins Labor Day Job Fair; Springfield Chamber of Commerce Fall Job Fair; Senator Seth Lewis, Rep. Amy Grant & Rep. Jennifer Sanalidro Job Fair; Will County Healthy Life Style Event; 31st Fiesta Boricua "De Bandera a Bandera"; Chicago Sky DCFS Night; Shop Roseland Event; Pekin Marigold Festival; Gail Borden Public Library Job Fair; State Rep. Mason, Senator Mary Edly-Allen Job Fair (& DCFS Presentation); Effingham Job Fair; 50th Ward Job Fair; 8th District and 35th Ward Job Fair; CPS JOB FAIR; Quincy Fall 2024 Hiring Event; Military Readiness Job Fair; Alton Pride Festival; Englewood Music Festival; Bridging the Gap Community Resource Fair and Fun Event Saline County Job Fair; Markham Job & Resource</p>

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Agency	Organizations
	<p>Connect; DCFS In-Person Presentation; Uptown Normal Day of Play; NHBW Live Well Community Health Resource Fair; Senator Lightford's Uplift your future back to school event; 2024 Hire Lake County Job Fair; St. Sabina Career & Resource Fair; Skills/PODER/SWOP Job Fair; Beardstown Fall Fun Festival; Area One Job & Career Fair; Ottawa Scarecrow Festival; Fall Into A New Career; Rep. Hoan Huynh's Job Fair & Presentation; CHA Workforce Opportunity Resource Center; Fall Into Health Fair; 16th Annual Metro East Pride Fest; Wilmington High School College and Career Day; IAHSE 36th Annual Job Fair and Conference; IDES Application Workshop- Woodlawn Office; Fall Kendal County Career & Resource Fair; IDES Peoria Job Fair; Mount Carmel Career Fair; Ping Tom Park's Falloween; Career Development Resource Fair; Danville IL-02 Hiring Event; Festival of Food Trucks Trick or Treat; IDES' State Employment Job Fair; Chicago City Treasurer Community Job Fair; IDES Work4.Illinois State Employment Recruiting Event; Clay County Trick or Treat Street; Peoria Fall 2024 Job Fair; Career & Resource Fair; IDES/IDOL Career Fair for WIU Employees being laid off; Kooky Spooky Candy Trail; Howlabaloo at the Zoo; Metropolis Halloween Scareapalooza</p>
<p>Commerce & Economic Opportunity</p>	<p>Handshake; Linked In</p>
<p>Commerce Commission</p>	<p>NARUC; ICC Intranet; IAMG; Handshake; Indeed; NAWLEE; ICC Social media sites</p>
<p>Commission on Equity and Inclusion</p>	<p>IAHSE</p>
<p>Corrections</p>	<p>Catalyst Group, IDES</p>
<p>Deaf and Hard of Hearing Commission</p>	<p>Chicagoland Black Deaf Advocates; Illinois Association of the Deaf; Illinois Deaf Latino Association</p>



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Educational Labor Relations Board	ELRB Board members; ELRB Advisory Committee; State of Illinois law schools
Employment Security	IL Task Force on Employment & Economic Opportunity for Persons with Disabilities; IL Assoc. of Hispanic State Employees; Hispanic Employment Plan Council; Asian American Employment Plan Council; African American Employment Plan Council; Native American Employment Plan Council; Equip for Equality Disability Rights Consortium; Equip for Equality; Illinois ADA Project; Jewish United Fund; Illinois Language Justice Coalition; IDES Legal Aid Roundtable; IDES Diversity, Equity, Inclusion, & Accessibility Employee Forum; Illinois Disability Access Coordinators Committee; Illinois Language Access Coordinator Committee; The Chicago Lighthouse; Chicago Hearing Society. St. Patrick Veteran Center; Sauk Valley Area Chamber of Commerce; Quad Cities Veteran’s Network; Chicago Cook Workforce Partnership; Catholic Charities; HIRE Chicago; Schaumburg Business Association; Misericordia; Coalition of African American Workers; Children’s Home and Aid.
Financial & Professional Regulation	Arab American Business Alliance; Native American; Hispanic American; Asian American and African American Employment Plan Advisory Councils
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; Chicago State 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; Spanish Center of Joliet; Lifehouse Group; Bradley University Career Center; Chicago Urban League; Good Will Chicago; Arab American Family Services of Illinois; Native American Employment Plan Advisory Council; Asian American Employment Plan Advisory Council; Hispanic American Employment Plan Advisory Council; Midwest SOARRING Foundation.

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Agency	Organizations
Guardianship & Advocacy Commission	Bar association
Healthcare and Family Services	IDES Community outreach events - Marion, Normal, Champaign, Wyoming, Peoria, Moline; Summit of Hope Community outreach event; Asian American Employment Plan Advisory Council; IL Worknet work; Latino Unity Day; Scott Bennett Resources Day; Hispanic Heritage - Humboldt Park.
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; Southern University Law Center; Thurgood Marshall Scholl 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 ADA Midwest; The Chicago Committee; Illinois State Bar Association.
Human Services	Quad County Urban League; Chicago Urban League; WCC Latinos Unidos; Coalición; Latinos Unidos de Lake County; ALPFA (Association of Latino Professionals For America); 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.



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Agency	Organizations
Innovation & Technology	Via the Handshake platform we liaise with 58 Historically Black Colleges and Universities; 160 Hispanic Serving Institutions; 4 Asian American; 4 Native American Institutions; 2 Tribal Colleges and Universities ; Indian Association of Greater Springfield; Native American EPAC; Chicago Tech Diversity Initiative; Asian American EPAC; Juneteenth Celebration at Illinois State Museum; Per Scholas Chicago; African American EPAC; IAHSE; Hispanic/Latino EPAC; Senator Villanueva; Senator Curran; Senator Aquino; Rep Delgado; Rep Jimenez; Rep La Ha; Rep Schmidt; Rep Chung
Insurance	IAHSE, Handshake
Law Enforcement Training & Standards Board	Western Illinois University Executive Institute, as well as our Mobile Team Units throughout the State of IL, who then will share the information with law enforcement agencies throughout the State; all agency staff; Facebook; as well as Board members with a request to share with anyone they know who may be interested in applying to one of our jobs.
Lottery	Illinois Department of Human Rights, Illinois Association of Hispanic State Employees, CMS Diversity and Inclusion Team
Natural Resources	CMS; Hispanic Women of Springfield; Springfield Urban League; Latino Women in Green Spaces
Office of the State Fire Marshal	Technology Center of DuPage; The United States Hispanic Leadership Institute; High schools with high concentration of minorities
Property Tax Appeal Board	Black, Hispanic, and Asian Bar Associations
Public Health	National Gathering of American Indian Veterans; John D Rita Community Center; Springfield Public Schools 186; Hanover Education and Work Center
Racing Board	Racing Officials Accreditation Program (ROAP)



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Agency	Organizations
Revenue	<p>10th Ward Illinois; Alpha Kappa Alpha Sorority, Nu Omicron Chapter (Springfield); Alpha Pi Alpha Sorority; Asian American Bar Association; Asian American Bar Association - Chicago; Asian American Bar Association - Greater Chicago Area; Association of Latino Professionals for America (ALPHA), Cook County; Association of Nonprofit Accountants & Finance Professionals; Black MBA Chicago; Black Women Lawyers Association of Greater Chicago; Center for Changing Lives; Chicago Northshore Chinese Center; Chicago State University; Chicago Urban League; Cicero Community Collaborative; Decatur Chamber of Commerce; Delta Sigma Theta Sorority, Decatur Alumnae Chapter; DePaul Law Career Services; Employer / Employee for Jobs; Erie House; Goodwill (Sangamon County); Greater Southwest Development Corporation; Harper College; Hire Autism; IDES - Veterans; IDES - Cook County; IDES - Northern Illinois; IDES - Sangamon, Downstate; Illinois Association of Hispanic State Employees; Illinois Black Chamber of Commerce - Sangamon County; Illinois Central College; Illinois Department of Human Rights; Illinois Department of Veterans Affairs; Illinois Speaker Welch District Office; Illinois Tech; Illinois Valley Center for Independent Living; India Association of Greater Springfield; Jewish Child & Family Services; Kane County Office of Workforce Community Reinvestment; Kankakee Community College; Lake County Job Center for Workforce Development; Lehman College, American Society of Hispanic Economists; Lesbian & Gay Bar Association - Chicago; Lincoln Land Alliance; Lincoln University of Missouri; Loyal Career Services; MIXED Student Association Undergraduate Student Group; National Able Network; National Alumnae Association of Spelman College - Chicago Chapter; National Association of Black Accountants; National Latino Education Institute; Northern Illinois University; Northwestern Black Student Alliance; Northwestern Medicine Focused Forward Clinic; Northwestern Pritzker School of Law; Northwestern Quest Scholars; Northwestern University Social Club - Ritmo de Mis Ancestros; Northwestern University Student Association; PACE Center for Independent Living - Urbana; Paralyzed Veterans of America; Phi Beta Sigma Sorority; Prevention First; Puerto Rican Bar Association; Regional Access Mobilization Project (RAMP); Rockford Bar Association; Rockford University; Sangamon County Bar Association; Skills for Chicagoland's Future; Southwest Suburban Cook County American Job Center; Soyland Access to Independent Living (SAIL); Spanish Community Center; St. Paul Church of God in Christ Community Development Ministries; Statewide Independent Living Council of</p>



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Agency	Organizations
	Illinois; Taxpayers Federation of Illinois; Taylor Business Institute; University of Illinois - Champaign/Urbana; University of Illinois - Chicago; University of Illinois - Chicago; UIC Legal Department; UIS Accounting, Legal Program, Spanish Club; Universal Metropolitan Asian Family Services/Metro Home Health Care; Veterans Non-Profit; Workforce Investment Solutions
State Retirement Systems	Illinois Association of Hispanic State Employees; Illinois Asian American State Employees Association
Torture Inquiry and Relief Commission	TIRC's interns are all law students, most of whom work their intern/externship for credit at their Law School. We have done outreach with the Hispanic Lawyers Association of Illinois (HLAI) and Black Women Lawyers Association, in addition to the nearby law schools we've reached out to.
Transportation	NAACP; SWE; NSBE; SASE; SHPE; Urban Leagues; The Outlet; Numerous churches; Illinois Farm Bureaus;



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
Emergency Management Agency
Environmental Protection Agency
Human Rights
Independent Tax Tribunal
Juvenile Justice
Labor
Labor Relations Board
Military Affairs
Pollution Control Board
Prisoner Review Board
State Police Merit Board
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 FY25 interns.

Of the 153 interns reported by the 47 participating agencies, three identified as Native American, all of whom were placed through CMS D&I Internship program. Of those agencies, six reported engaging in recruitment activities with federally designated Native American Serving Non-Tribal Institutes and Tribal Colleges & Universities (NASNTIs & TCU) across the nation.

To enhance efforts toward strengthening a diverse State workforce channel, 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 FY25, 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 FY25 summer cohort was the largest to date with 11 agencies proposing 27 projects for interns. Ultimately, 25 CMS D&I Community Partner interns were placed in State agencies—12 in Springfield, 12 in Chicago, and one in East St. Louis. All interns successfully completed their summer programs.

Of the 25 students who participated in the FY25 cohort, 10 identified as African American, eight identified as Asian American/Asian/Multi-Ethnic Asian, four Identified as Hispanic and/or Latinx, and three identified as Native American. Notably, the Native American students were the program’s first participants of this community in the history of the program and are enrolled members of the Navajo, Chippewa, and Ho-Chunk Nations.

The chart below provides an analysis of FY25 and FY24 Intern Cohort participation, which demonstrates the continued commitment to offer college students exposure into the world of work at the State.

Intern Identity	FY25	FY24	+/-%
African American	10	11	- 9%
Asian American	8	5	+60%
Latinx / Hispanic American	4	5	-20%
Native American	3	0	+300%

Eight interns were offered extensions to their roles with five students accepting those offers to continue their work with the State of Illinois. Following the summer program, eight students are confirmed to have submitted employment applications to the State of Illinois. The Demographic breakdown of three African American, two Asian American, two Hispanic/Latinx, and one Native American, interns who have applied to state employment following their internship. Additionally, during their final presentations, a notable majority of interns indicated their intention to seek employment opportunities with the State of Illinois upon graduation.

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Below are the State agencies that opted to participate in the Summer 2025 cohort.

Agency	D&I Internship Positions Offered
Abraham Lincoln Presidential Library and Museum	2
Agriculture	1
Capital Development Board	2
Central Management Services	10
Children and Family Services	2
Commerce & Economic Opportunity	2
Criminal Justice Information Authority	3
Educational Labor Relations Board	1
Emergency Management Agency and Office of Homeland Security	2
Revenue	1
State Fire Marshall	1

The following table provides information on the 2025 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	Criminal Justice Information Authority – Institute 2 Innovate	University of Wisconsin – Madison	Monster Education Foundation
Asian American	Central Management Services - Division of Compliance	Illinois Wesleyan University	Illinois Wesleyan University
Native American (Navajo)	Criminal Justice Information Authority – Adult Redeploy Illinois	Columbia College	California Indian Manpower Consortium

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Self-Identification	Agency	Intern Enrollment	Community Partner
Asian American	Emergency Management Agency and Office of Homeland Security – Office of Nuclear Safety / REA	Washington University in St. Louis	United Chinese Americans
Hispanic and/or Latinx	Criminal Justice Information Authority – Human Resources	Chicago State University	Chicago State University – Latino Resource Center
Native American (Lac Du Flambeau Band of Lake Superior Chippewa)	Children and Family Services – Diversity, Equity, and Inclusion	University of Illinois Urbana-Champaign	UIUC Native American House
African American	Central Management Services – Recruitment and Retention	Eastern Illinois University	Eastern Illinois University
Hispanic and/or Latinx	Central Management Services – Bureau of Property Management	Heartland Community College	Hispanic Women of Springfield
Multi-ethnic (Asian White)	Commerce and Economic Opportunity – Office of Economic Equity and Empowerment	Michigan State University	Multicultural Education Group.
Hispanic and/or Latinx	Central Management Services – Diversity & Inclusion	University of Illinois Urbana-Champaign	Illinois Legislative Latino Caucus Foundation
African American	Abraham Lincoln Presidential Library and Museum	Hampton Institute	Black United Fund of Illinois
African American	Central Management Services – Recruitment and Retention	Illinois Wesleyan University	Illinois Wesleyan University
Asian American	Illinois Educational Labor Relations Board	University of Illinois Urbana-Champaign	Korean American Association of Chicago
African American	State Fire Marshall	Rock Valley College	Rock Valley College Fire Science Program
Asian American	Agriculture – Bureau of Cannabis Inspection	University of Illinois Urbana-Champaign	McLean County Tamil Sangam
Hispanic and/or Latinx	Revenue – Equal Employment Opportunity Office	Illinois Wesleyan University	Illinois Wesleyan University



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Self-Identification	Agency	Intern Enrollment	Community Partner
Multi-Ethnic (Asian/Hispanic)	Commerce and Economic Opportunity – Office of Business Development	University of Illinois Urbana-Champaign	Asian American Chamber of Commerce of Illinois
African American	Capital Development Board – Once CDB	Chicago State University	Chicago State University
African American	Central Management Services – Division of Compliance and Accountability	Illinois State University	AsiaConnect / Illinois State University
Asian American	Capital Development Board – One CDB	University of Illinois Urbana-Champaign	Korean American Association of Chicago
Asian American	Central Management Services – Recruitment and Retention	Illinois State University	AsiaConnect / Illinois State University
African American	Central Management Services – Recruitment & Retention	Eastern Illinois University	Eastern Illinois University
Native American (Ho-Chunk Nation)	Children and Family Services – Diversity, Equity, and Inclusion	Northwestern University	Northwestern Native Program
African American	Emergency Management Agency and Office of Homeland Security – Human Resources	Illinois State University	Illinois Legislative Latino Caucus Foundation
African American	Central Management Services – Bureau of Property Management	Southern Illinois University Edwardsville	SIUE SOAR

The full listing of CMS Diversity & Inclusion Community Partners that were invited to participate in the 2025 cohort is provided below.

Community Partners
100 Black Men
African American Employment Plan Advisory Council
Alliance of Indian Americans in Naperville Area
American Indian Center of Chicago
American Indian Health Service of Chicago Inc
AsiaConnect
Asian American Chamber of Commerce of Illinois

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Community Partners
Asian American Coalition of Chicago
Asian American Employment Plan Advisory Council
Black United Fund of Illinois Inc.
Black Women's Expo
California Indian Manpower Consortium
Cambodian Association of Illinois
Chicago Public Schools – American Indian Education Program
Chicago State University - Career Development
Chicago State University – Latino Resources Center
Chicago Urban League
College of DuPage – Native American Studies Committee
Eastern Illinois University – Career Services
Gichigamiin Indigenous Nations Museum (Native American)
Greater Kankakee Black Chamber of Commerce
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 Latino Caucus Foundation
Illinois Wesleyan University – Hart Career Center
Illinois Wesleyan University – Office of Diversity & Inclusion
Kankakee County NAACP
CMS D&I Community Internship Program Partners
Korean American Association of Chicago
Korean Cultural Center of Chicago
Madison County Urban League
Malcolm X College - Career Development Center
Malcolm X College - College Initiatives & Projects
McLean County Tamil Sangam
Midwest SOARRING Foundation (Native American)
Monster Education Foundation
Multicultural Education Group
National Association of Asian American Professionals
Native American Employment Plan Advisory Council
Northwestern University – Native American and Indigenous Initiatives



Community Partners
Oakton College – Center for Organizing Minority Programs to Advance Student Success
Philippine American Cultural Foundation
Pilsen Neighbors Community Council
Project Vision
Southern Illinois University Edwardsville - Student Opportunities for Academic Results
Springfield Black Chamber of Commerce
Technology Center of DuPage
Trickster Cultural Center (Native American)
United Chinese Americans
United States Hispanic Leadership Institute
University of Illinois Chicago – Asian American Resource and Cultural Center
University of Illinois Chicago – Asian American Student Academic Program
University of Illinois Chicago – Native American Support Program
University of Illinois Springfield – Diversity Center
University of Illinois Urbana-Champaign – Department of Latina/Latino Studies
University of Illinois Urbana-Champaign – La Casa Cultural Latina
University of Illinois Urbana-Champaign – Native American House
Visionary Ventures (Native American)
Washington University in St. Louis - Kathryn M. Buder Center for American Indian Studies

Post-Secondary Education Recruitment

The following table details outreach efforts of the 47 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) and Tribal Colleges and Universities (TCU).

Agency	HBCU	HSI	AANAPISI	NASNTI/ TCU	None
Abraham Lincoln Presential Library & Museum					X
Aging					
Agriculture	X	X	X		
Arts Council					X

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Agency	HBCU	HSI	AANAPISI	NASNTI/ TCU	None
Central Management Services	X	X	X	X	
Children and Family Services	X	X	X	X	
Civil Service Commission					X
Commerce & Economic Opportunity	X				
Commerce Commission	X				
Commission on Equity and Inclusion					X
Corrections	X	X	X		
Council on Developmental Disabilities					X
Criminal Justice Information Authority					X
Deaf and Hard of Hearing Commission					X
Educational Labor Relations Board					X
Emergency Management Agency	X		X		
Employment Security	X	X	X	X	
Environmental Protection Agency					X
Financial and Professional Regulation					X
Gaming Board	X	X	X		
Guardianship & Advocacy Commission					X
Healthcare and Family Services	X		X		
Human Rights					X
Human Rights Commission	X				



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Agency	HBCU	HSI	AANAPISI	NASNTI/ TCU	None
Human Services	X	X	X	X	
Independent Tax Tribunal					X
Innovation and Technology	X	X	X	X	
Insurance					X
Juvenile Justice		X	X		
Labor					X
Labor Relations Board					X
Law Enforcement Training & Standards Board					X
Lottery					X
Military Affairs					X
Natural Resources	X				
Office of the State Fire Marshal	X	X	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		X		
State Police Merit Board					X
State Retirement Systems					X
Torture Inquiry and Relief Commission					X
Transportation	X		X		
Workers' Compensation Commission					X

Additionally, the table below expands on the outreach efforts of those same 47 participating agencies at community colleges and public state universities throughout Illinois.

Agency	Illinois Community Colleges	Public State University	None
Abraham Lincoln Presential Library & Museum	X	X	



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Agency	Illinois Community Colleges	Public State University	None
Aging			X
Agriculture	X	X	
Arts Council			X
Central Management Services	X	X	
Civil Service Commission			X
Commerce & Economic Opportunity	X	X	
Commerce Commission	X	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		
Educational Labor Relations Board		X	
Emergency Management Agency	X	X	
Employment Security	X	X	
Environmental Protection Agency		X	
Financial and Professional Regulation	X	X	
Gaming Board	X	X	
Guardianship & Advocacy Commission			X
Healthcare and Family Services	X	X	
Human Rights		X	



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Agency	Illinois Community Colleges	Public State University	None
Human Rights Commission	X	X	
Human Services	X	X	
Independent Tax Tribunal		X	
Innovation and Technology	X	X	
Insurance		X	
Juvenile Justice	X	X	
Labor		X	
Labor Relations Board			X
Law Enforcement Training & Standards Board		X	
Lottery			X
Military Affairs			X
Natural Resources	X	X	
Office of the State Fire Marshal	X	X	
Pollution Control Board			X
Prisoner Review Board			X
Property Tax Appeal Board			X
Public Health	X	X	
Racing Board			X
Revenue	X	X	
State Police Merit Board			X
State Retirement Systems			X
Torture Inquiry and Relief Commission		X	
Transportation	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 automatize the data required to report identity of interview panels. This dashboard for automated data was created in FY22 and is in a multi-year process for implementation of the Statewide Personnel Human Capital Management (HCM) records system to extract and report accurate data.

In 2025, CMS Chief Strategy Officer initiated a project with the Department of Innovation and Technology that aims to extract information such as prospective and current employee demographics into the Employee Central's modules within HCM. This project would allow for report extraction that is currently non-existent. The project goal for this data and report accessibility is set for December of 2026.

Additionally, CMS continues to identify how resources can be leveraged to move forward with promoting equitable representation and access to State workforce. In FY25, CMS Diversity & Inclusion has secured four Statewide Managers focusing on these efforts. In FY26, the Statewide Managers will be trained and certified to lead interviews and connect with CMS Bureau of Personnel's senior leadership on a quarterly basis. This will allow insight into processes and an opportunity to develop a strategic plan for FY27 that will assess identities of prospective State employees and compare those to the identities of the panelist.



Native American Employment Plan: Goals for FY26

Historically, CMS authored recruitment goals for agencies; however, in response to recommendations by diverse members of Employment Plan Advisory Councils, CMS has requested agencies produce their own quantitative goals beginning in FY 2025. Goals included initiatives led by CMS Diversity & Inclusion to support all agency participation to engage in identity-centered opportunities that supported recruitment needs.

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 FY26, 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. Through outreach efforts, Native American community members will learn about the variety of positions that the State recruits.
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 responses provided by State agencies as they attempt to gauge outcomes from successful recruitment efforts targeting Native American candidates:

FY26 Native American Employment Plan Goals

Agency	Total Native American Recruitment Goal	Native American SPSA Recruitment Goal	Native American PSA Recruitment Goal
Abraham Lincoln Presential Library & Museum	1	0	0
Aging	3	0	0
Agriculture	4	0	0
Arts Council	0	0	0
Central Management Services	10	4	1
Children and Family Services	11	1	1
Civil Service Commission	0	0	0
Commerce & Economic Opportunity	10	3	4
Commerce Commission	1	0	0
Commission on Equity and Inclusion	1	0	0
Corrections	0	0	0
Council on Developmental Disabilities	0	0	0
Criminal Justice Information Authority	1	0	1
Deaf and Hard of Hearing Commission	0	0	0
Educational Labor Relations Board	0	0	0
Emergency Management Agency	0	0	0
Employment Security	2	1.5	1.5
Environmental Protection Agency	5	0	0
Financial and Professional Regulation	5	1	1
Gaming Board	0	0	0
Guardianship & Advocacy Commission	0	0	0
Healthcare and Family Services	4	1	0
Human Rights	1	0	1
Human Rights Commission	0	0	0
Human Services	110	5	7
Independent Tax Tribunal	0	0	0
Innovation and Technology	6	3	2
Insurance	1	0	0
Juvenile Justice	1	1	1



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Agency	Total Native American Recruitment Goal	Native American SPSA Recruitment Goal	Native American PSA Recruitment Goal
Labor	0	0	0
Labor Relations Board	0	0	0
Law Enforcement Training & Standards Board	1	0	0
Lottery	0	0	0
Military Affairs	0	0	0
Natural Resources	8	1	0
Office of the State Fire Marshal	0	0	0
Pollution Control Board	0	0	0
Prisoner Review Board	1	0	1
Property Tax Appeal Board	0	0	0
Public Health	7	2	1
Racing Board	0	0	0
Revenue	1	1	1
State Police Merit Board	0	0	0
State Retirement Systems	0	0	0
Torture Inquiry and Relief Commission	0	0	0
Transportation	0	0	0
Workers' Compensation Commission	0	0	0



Strategic Recommendations for Advancing Native American Employment in Illinois State Government

The **Native Employment Plan Advisory Council**, as part of its ongoing efforts to support the State's commitment to diversity, equity, and inclusion, has developed the following recommendations to enhance Native American representation within Illinois State government. These recommendations are the result of the Council's collaborative work throughout FY25, which involved meeting with State agencies to gather input, address concerns, and ensure that these recommendations reflect a comprehensive, inclusive approach. They are included in this report as a result the compilation of Council requests and recommendations during FY 2025 Council meetings.

1. Development of a means to verify Native Americans who self-identify as Native American

- **Add line to application:** System to aggregate self-identified racial data to confirm tribal identity. Due to complexities that have arisen due to changes in Federal and State definitions of Native American to be inclusive of all North America, Central America, and South America. As applicants/employees can self-identify in two columns (race and national origin) the State of Illinois adopted statute to aggregate data, however, opportunity does not exist for the same capability when staff/applicants self-identify. Though this may be cost prohibitive, the Council would appreciate the State's willingness to evaluate this recommendation or provide alternatives.
- **Development of a Native American ERG:** Through utilization of the ERG, the State of Illinois will be able to collect data specific to each Native American employees' enrollment or descendency to a federally recognized Tribe. This data can be extrapolated to allow the State of Illinois to better identify data on how many Native Americans who are descended from federally recognized Tribes' work for the State of Illinois.

2. Proactive Outreach to the Native American Community

- **Targeted Engagement:** Strengthen efforts to engage directly with the Native American community across the State, particularly in regions with that are outside of Chicagoland, through outreach to smaller community leaders, and grassroots organizations. Proactively communicate State government career opportunities in culturally relevant ways, such as the flyers that have been tailored to be more representative of the Native American community. Ensuring that messaging is inclusive and speaks to the values and interests of Native American community.
- **Community Partnerships:** Collaborate with established Native American organizations, allies, and local advocacy groups to reach underrepresented populations and increase



awareness of State government job openings, internships, and career advancement programs. Messaging regarding skilled trades openings and non-college degreed careers is critical as entry points for the Native American population.

3. Develop Relationships with Tribal Colleges & Universities (TCU) and In-state & neighboring state Native American Serving Non-Tribal Serving Institutions (NASNT)

- **Educational Partnerships:** Expand partnerships with local in-state college programs for Native American students. Develop internships and mentoring programs to offer Native American students real-world experience in State government roles. Develop relationships with TCUs in the region and national TCUs like Haskell University.
- **Career Fairs and On-Campus Recruitment:** Increase State agency participation in college career fairs at campuses with the inclusion of existing Native American programs. Provide career counseling, demonstrations of the State application process, and mock interviews for Native American programs.
- **Outreach to non-traditional students:** As Native Americans still have one of the highest academic attrition rates within in Illinois and the country. Outreach to Native Americans needs to be at a lower level than college and may include outreach to work programs such as California Indian Manpower Consortium, or union houses. Due to lower rate of degree completion, agencies may want to revisit reading testing requirements for specific positions.

4. Culturally Competent Recruitment Strategies

- **Inclusive Job Descriptions:** Review and revise State government job descriptions and recruitment materials to ensure they are culturally competent, inclusive, and appealing to Native American applicants. Highlight the State's commitment to diversity, equity, and inclusion to make positions more attractive, while highlighting flexibility of work schedules to allow for abbreviated work weeks that could help with travel for summer Pow Wow season or cultural events.
- **Cultural Competence Training for Recruiters, Personnel, and Interviewers:** Increase the cultural competence knowledge of personnel involved in the hiring process to understand cultural differences, such as not looking someone in the eye as a sign of respect and not as a form of deception. Understanding that Native Americans may not be comfortable being on camera as it is culturally insensitive (traditional belief of stealing your soul).



5. Expand Internship and Leadership Programs for Native American Students and Professionals

- **Internship Opportunities:** Increase the number of internship placements for Native American students, ensuring a diverse stream of future applicants for employment. The CMS D&I Community Partner Internship Program and similar initiatives should be considered for full-year internships offered by all agencies.
- **Leadership Programs:** Ensure that leadership development programs include diverse candidates and actively recruit members of all races/ethnicities.

6. Enhance Retention Through Mentorship and Career Development

- **Establish a Native American Employee Resource Group:** Create a NA ERG aimed at fostering a diverse and inclusive workplace that aligns with the State of Illinois and each agency's overarching strategic goals. Use the ERG to advocate for Native American employees' personal and career growth, helping them navigate challenges and seize opportunities. Implement development opportunities within the ERG to identify and mentor potential leaders, fostering a pipeline of diverse talent for leadership roles.
- **Professional Development:** Offer targeted leadership and skill-building programs for Native American employees, ensuring that career advancement opportunities are accessible. These programs should focus on developing the skills necessary to move into higher-level positions within State government, including leadership training, management development, and support for those seeking promotions.

7. Establish Metrics and Accountability for Progress

- **Track Representation:** Collect and publicly report data on the hiring, retention, and promotion of Native American employees within State government. Use this data to track progress toward the State's diversity goals and identify areas for improvement. Validation of the number can be combined through the Native American ERG.
- **Annual Review of Goals:** Establish annual reviews of diversity goals, particularly for Native American representation in leadership positions and across State agencies. Regular assessments will ensure that the State is on track to meet its diversity, equity, and inclusion targets.

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 FY25, 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 Montaukett Indian Nation and of Maliseet, Matinecock, Penobscot, and Weskarini descent. He is a national and local advocate, and a frequent lecturer and media contributor, on Native American issues. Matt co-founded 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. Matt has held elected office on several occasions on local school councils and as a delegate to the 2008 Democratic National Convention.

Matt is a licensed attorney and began his public service in 1988 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 building commissioner of the City of Chicago 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. He received numerous awards, including awards from the Illinois Bar Association; the Building Owners and Managers Association; the International Bridge, Tunnel and Turnpike Association; and Crain's Chicago Business.



FY25 Native American Employment Plan Report

In 2024, Matt founded and serves as president of **Ádisóke Solutions, LLC** a national strategic consulting and communication firm. **Ádisóke** (AH-dee-SOH-kay) is an Algonquin word for storytelling.

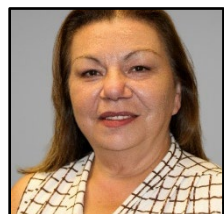
Matt received his B.S. from Loyola University Chicago and his J.D. from the John Marshall Law School and has completed post-graduate studies at the University of Oxford, Universität Salzburg, the National Judicial College, and the U.S. Emergency Management Institute.



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 Kintlichí'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.



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.

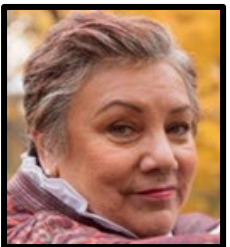


Kim Vigue has served as Executive Director of the Gichigamiin Indigenous Nations Museum (formerly the Mitchell Museum of the American Indian) in Evanston, Illinois, since October 2021. A citizen of the Oneida Nation and descendant of the Menominee Tribe, Kim brings more than 25 years of experience advancing the well-being of Indigenous communities through her leadership in tribal, federal, and nonprofit sectors.

Throughout her career, she has led initiatives addressing critical issues in Indian Country, including suicide prevention, substance abuse, and health disparities. Her expertise spans Indigenous health, community engagement, and communications strategy.

In addition to her role at the Gichigamiin Museum, Kim is the founder of **Wolf River Consulting**, a Native-owned firm specializing in communications and tribal engagement. She previously served as the Communications Director for the U.S. Department of the Interior’s Bureau of Indian Education and has managed several tribal public health programs within the U.S. Department of Health and Human Services.

Kim also serves on the Board of Directors of Northwestern University’s Block Museum of Art and Visionary Ventures, a nonprofit advancing equitable housing for Chicago’s Native community.



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

Implementation of modernized data systems at the State of Illinois has continued throughout FY25. As such, data sources for this report are a little different than in recent years. In context of this report, the new data system is referred to as “SuccessFactors.” Other data sources are labeled as needed.

Census data was used to provide an overview of the Illinois population by demographic group. While the 2024 American Community Survey (ACS) was used for other Employment Plan Reports, 2020 Decennial data was used for this report because it is considered a more robust survey with a higher response rate within the Native American community.

The year-over-year comparison of Personnel Code covered employees (which captures ~90% of the State workforce under the Governor) by demographic group is based on two different data sources: historical data through the first half of FY24 is sourced from PEERS while FY25 data is sourced from SuccessFactors. These two data sources are being used because historical PEERS data is only available through the first half of FY24 and has not yet been fully incorporated into SuccessFactors. The data that is available in SuccessFactors is the best current snapshot of statewide employees by demographic group available.

The current snapshot of employee demographics sourced from SuccessFactors was also aggregated by agency and provided to FY25 Employment Plan/Bilingual Needs & Bilingual Pay Survey agency respondents. As part of the survey, each agency respondent had the opportunity to indicate whether said agency was tracking employee demographics internally and could provide more accurate data. This was intended to account for the fact that the ongoing implementation of SuccessFactors necessitates periodic data updates and not all agency level data is entirely up to date. Where agency level data is reported, the data source is also included which indicates whether that agency provided self-reported data or is relying on SuccessFactors. Note that self-reported agency level data may include employees not covered by the Personnel Code and therefore not reflected in the PEERS data.

CMS worked to source agency responses in all possible segments and charts of this report. All charts in this report include details regarding the data source. Descriptions of data are also included in text to provide additional detail regarding the data source(s).

Contact Information

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Appendix

Individual agency outreach materials and all agency survey answer documents can be found online as 2025 Employment Plan Appendix at: <https://cms.illinois.gov/personnel/dep/naep.html>

Cover image

Included in the photo array are the following State employees and State Summer Interns, starting at the top left:

Name	Position	Agency	Tribal Affiliation
Aaliyah Begay	Summer Intern	ICJIA	Navajo/Santa Domingo Pueblo
Logan Pappenfort	Director Tribal Relations	IDNR/ISM	Peoria Tribe of Indians of Oklahoma
Brockton Hardnett	Project Manager OIPI	IDOT	Otoe-Missouria Tribe
Daniel Fitzgerald	Director DEI	DCFS	----
Lauren DeLeon	Summer Intern	DCFS ICWA	Lac Du Flambeau Band of Lake Superior Chippewa
Ryann Unabia	ICWA Specialist	DCFS ICWA	Turtle Mountain Band of Chippewa Indians
Starla Thompson	Compliance Officer	CEI	Forest Band of Potawatomi Tribe