



State of Illinois
Department of Central Management Services

FY 2022

NATIVE AMERICAN

Employment Plan Report



Purpose of This Report

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

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

This report serves as the plan to ensure diversity, equity and inclusion for Native American persons employed or seeking employment in State government. In accordance with 20 ILCS 60/15 and 20 ILCS 405/405-123, the Illinois Department of Central Management Services (CMS), submits the following report to the Illinois General Assembly on or before February 1, 2023.

Letter from Raven A. DeVaughn, CMS Acting Director

Honorable Members of the General Assembly:

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

This report shares FY22 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 ensuring our personnel operations are equitable through such efforts as utilizing applicable data and revamping the annual Employment Plan Survey, while leveraging the Employment Plan Advisory Council's expertise, and working closely with the Governor's Office of Equity. CMS has expedited building foundational infrastructure: data management tools to ensure we capture measurements of diverse candidate application success and analyze trends.

Additionally, as our work continues, we have included the FY23 goals and objectives as established in collaboration with our four Employment Plan Advisory Councils. These objectives and defined action items will guide our efforts in the coming year as we continue to strive toward a more fully 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.

Respectfully,

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

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Executive Summary

The FY22 Native American Employment Plan Report provides comparable data to mark progress of efforts to fully develop the State of Illinois as a diverse, inclusive, and accessible employer. Annual data comparisons of current State employees are provided to gauge the success of creating a workforce that reflects the diversity of our State and a workplace that provides equitable opportunities for all.

The Native American Employment Plan Report serves as a platform for collaboration, assessment, and continuous improvement for all agencies, including CMS. In previous years, the report included survey responses for multiple agencies but highlighted only CMS efforts in outreach, recruitment, inclusion and on the delivery of those goals.

This year, CMS Diversity & Inclusion updated the survey to include an opportunity for agencies to demonstrate these same efforts with qualitative and quantitative data and included all agency answers in the appendix. This also allows CMS to answer individually, as an agency.

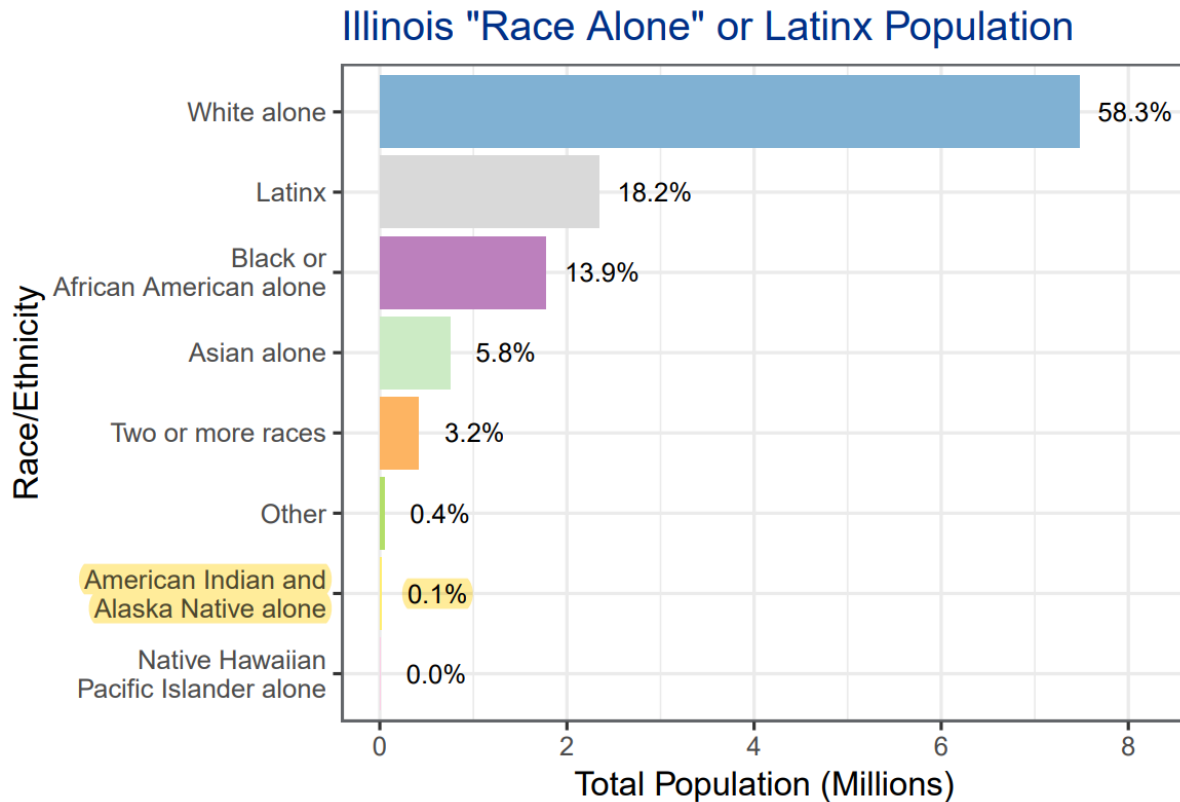
In collaboration with the Native American Employment Plan Advisory Council (EPAC), CMS Diversity & Inclusion drafted annual agency goals to deliver through the next fiscal year. All State agencies will receive a copy of these goals and be given the opportunity to join quarterly meetings of the Native American EPAC through CMS invitations and facilitation.

Quarterly meetings of the Native American EPAC held during calendar year 2023 that fall within FY23 will include agenda items for presentations, recommendations from councils and CMS troubleshooting support. The FY24 survey will ask all agencies to demonstrate growth through new initiatives and recommendations posed by the councils towards their successful implementation of this report's goals.

The new structure for the survey and FY23 collaborative deliverables has been proposed to all EPACs and was worked through the All-Chair EPAC meeting led by CMS Diversity & Inclusion on December 5, 2022. Additionally, a draft of this report and its goals was reviewed by the Governor's Office of Equity and all members of the Native American EPAC for review and approval.

Illinois' Government Workforce Representation for Native Americans

As the State's regulatory compliance lead in people function, CMS' role in ensuring that Illinois' workforce reflects its diverse population and offers the appropriate resources for millions of Illinoisans is imperative. Hence, reaching, informing, and connecting with diverse qualified candidates, only strengthens the unit of the more than 45,000 people who make up the State's workforce.



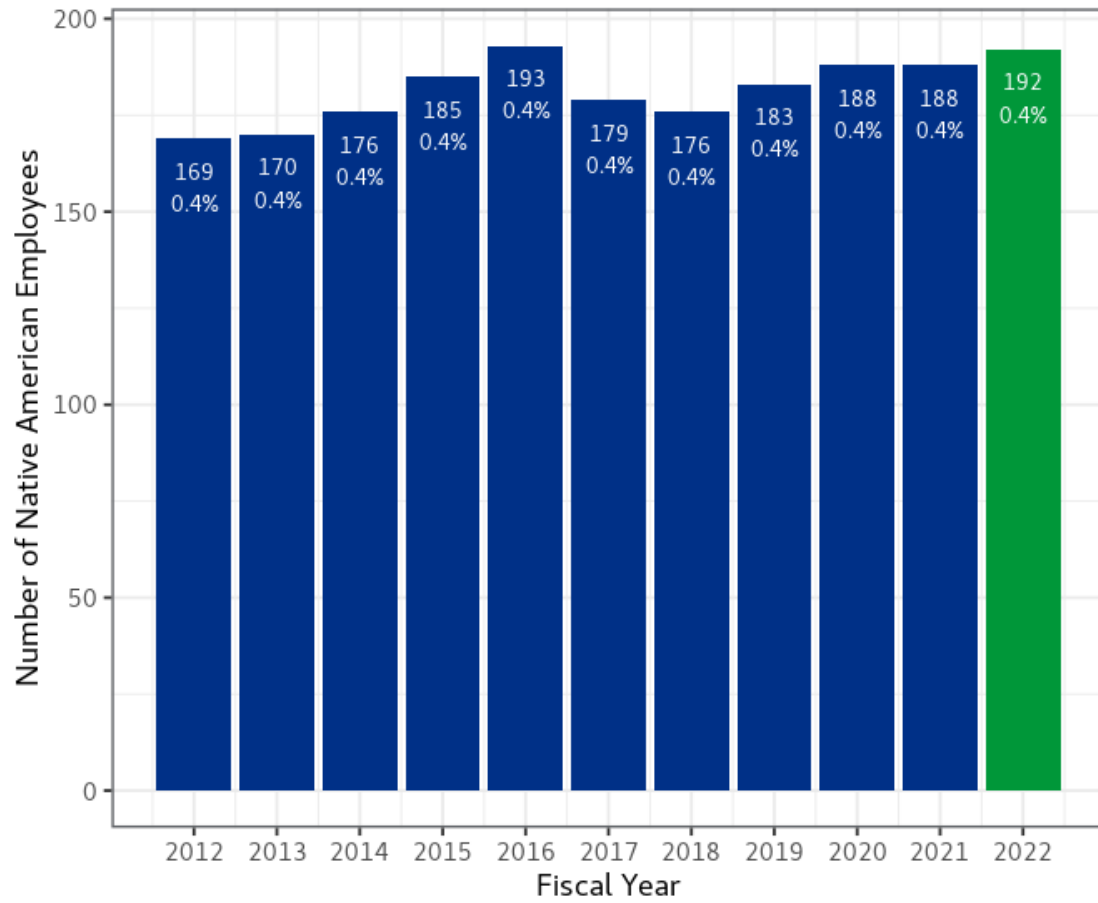
Source: 2020 Census PL 94-171 File

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

The chart above illustrates the diverse population groups represented in the State with the census categories race alone and Hispanic (ethnicity). Many individuals may choose to respond to more than one racial or ethnic category. This is referred to by the census as the *alone or in combination* population, which is the method used to report individual population numbers.

The Native American *alone or in combination* population in Illinois is 0.8% or about 104,400 people. The State strives to achieve representation parity within its workforce. The State's employment insights show that the percentage of total employees who identify as Native American changed from FY21 to FY22, from 0.4% (188) to 0.4% (192).

Number of Native American State Employees



Source: CMS Personnel Mainframe

Diversity in Interviews

Agencies who completed the survey noted that a total of 312 employees in State government were included in selecting job candidates for interviews, 6 are Native American. Out of 4,955 employees authorized to conduct interviews, a total of 13 are Native American. A total of 5,781 structured interview panels were convened during fiscal year 2022, 8 included Native American interviewers.

A total of 38 agencies of the 50-reporting noted to have taken appropriate steps to ensure that employees who served on structured interview panels during fiscal year 2022 completed the Governor's Office and Department of Human Rights' Diversity, Equity and Inclusion training. 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.

Effective January 1, 2022, 20 ILCS 405/405-123 requires that each State agency shall establish the goal of increasing diversity on interview panels. The objective is to increase State employment opportunities provided to women, minority persons, and persons referenced in the goals of the Native American Employment Plan.

For this inaugural report, agencies were asked to consider the last 10 positions for which they requested that CMS provide a new hire eligibility list or promotional eligibility list for a specific job opening. A review of the first position responses demonstrate 4 Native American identifying candidates were eligible for a position in a total of 941 agency postings. A total of 342 applicants were invited to interview for those 941 positions, and 0 of them were Native American. Of the total number of candidates who did interview, and 0 of them were Native American. A total of 1 Native American candidate were offered a position where a total of positions offered were 53. It is unknown why there was one final candidate when initial data notes zero however, this type of data helps begin further inquiry through Employment Plan Councils.

In collaboration with the Governor's Office of Equity and CMS' Diversity & Inclusion teams, CMS' Project Management team developed a dashboard for automatization of this data. CMS was able to extract demographic information counts through the hiring process, step by step using Personnel data from the new application platform that went live in FY22. The following chart is an example of what this new dashboard can produce. Extracted-November of 2022, the chart provides an automated overview of the diversity data related to our current State workforce.



Native American New Hire Profile

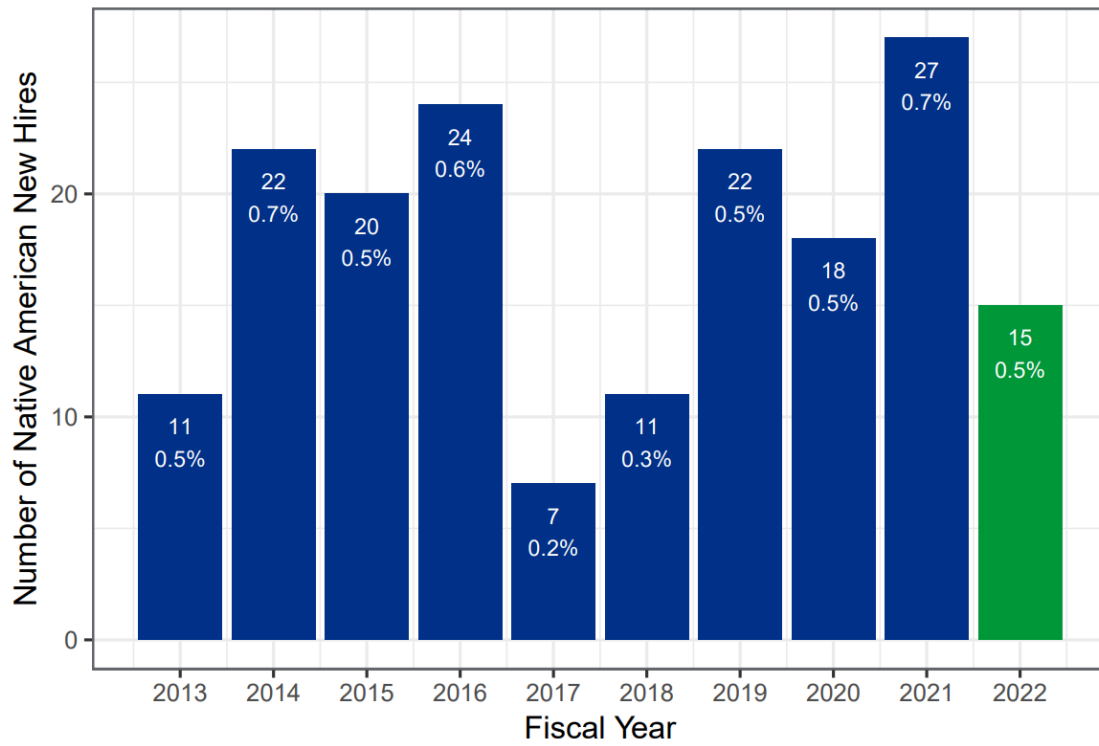
During FY22, 0.5% (15) of new hires onboarded identified as Native American. 1 or 6.7% of the new Native American hires onboarded in FY22 were senior (exempt employees, positions appointed by the Governor). Native Americans represented 0.9% of all senior hires in FY22.

There are other code-covered senior positions as well at the State. Those are titles of senior public service administrator and public service administrator. In FY21, there were a combined 9 Native Americans in both categories, compared to 11 for the same in FY22. 0.4% out of a total 2,854 senior positions identified as Native American.

As for gender comparisons, in FY22 80.0% of new Native American employees onboarded were female hires, compared to the statewide rate of 55.4%. Totally, as of the end of FY22 50.5% (97), of Native American State employees were women, compared to 50.4% of all State employees.

Of the new Native American hires for FY22, there were 0.0% (0) who were also veterans, compared to the statewide rate of 7.8% new hires. As of the end of FY22, a total of 15.1% (29) of Native American State employees were veterans, compared to 15.7% of all State employees.

Number of African American New Hires to State Employment



Source: CMS Personnel Mainframe

Hires by Agency

The next tables provide a look at how Native American employees are represented by agencies according to data collected by CMS in FY22 (July 1, 2021 – June 30, 2022).

Representation of New Native American Hires by Agency in FY22

Table is organized in ascending order by number of Native American new hires. Full table is included in appendix.

	Agency	Number of New Native American Employees	Total Agency New Hires	% of New Hires (Native American)
1	Human Services	5	647	0.8%
2	Corrections	2	679	0.3%
3	Veterans Affairs	2	114	1.8%
4	Children & Family Services	1	384	0.3%
5	Criminal Justice Authority	1	12	8.3%
6	Juvenile Justice	1	43	2.3%
7	Natural Resources	1	40	2.5%
8	State Retirement Systems	1	8	12.5%
9	Transportation	1	57	1.8%

Representation of Total Native American Employees in FY22 by Agency

Table is organized in ascending order by number of Native American employee. Full table is included in the appendix of this report.

	Agency	Total Number of Native American Employees	Total Agency Employees	% of Total Agency Employees (Native American)
1	Human Services	62	13,026	0.5%
2	Corrections	59	12,090	0.5%
3	Transportation	9	2,211	0.4%
4	Veterans Affairs	9	1,190	0.8%
5	Children & Family Services	8	2,872	0.3%
6	Innovation & Technology	8	1,149	0.7%
7	Juvenile Justice	6	749	0.8%
8	Public Health	6	1,140	0.5%
9	Natural Resources	3	1,110	0.3%

10	Aging	2	137	1.5%
11	Agriculture	2	310	0.6%
12	Criminal Justice Authority	2	72	2.8%
13	Employment Security	2	1,109	0.2%
14	Environmental Protection	2	630	0.3%
15	Healthcare & Family Services	2	1,652	0.1%

Agency Survey Responses

As part of the annual employment plans, CMS includes survey responses from agencies on a variety of topics ranging from recruitment and hiring to employee professional development. A total of 65 coded and non-coded agencies were invited to participate. 50 agencies participated by completing the FY22 Employment Plan Survey.

Of 50 agencies responding to the Employment Plan Survey, 14 reported having a liaison to the Native American community. 32 agencies indicated that they did not have a designated liaison. Agencies were asked if that liaison had decision making authority in four areas. 11 agencies reported that the liaison had decision making authority in Native American recruitment; 1 with hiring/promotion authority; 3 for interviews; and 4 with creating policies.

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

Question	Total	Native American	Percent
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2022?	4955	13	0.3%
How many employees in your agency received tuition reimbursement in FY2022?	3079	7	0.2%
How many paid interns did your agency hire during fiscal year 2022?	339	0	0.0%
How many interns did your agency hire during fiscal year 2022 who worked in exchange for educational credit?	153	0	0.0%
How many interns did your agency hire during fiscal year 2022 who were unpaid and did not work in exchange for educational credit?	23	0	0.0%

Efforts and Opportunities in Outreach & Recruitment

CMS recognizes there is a prime opportunity to strengthen relationships with Native American advocacy and career development organizations across the State. When asked, agencies responded having a total number of 5 Native American employees responsible for recruitment and outreach efforts.

Out of 50 participating agencies, 36 noted that all their employees whose responsibility routinely include employment outreach and recruitment during fiscal year 2022 completed the Governor's Office and Department of Human Right's Diversity, Equity and Inclusion Training. This training provides a foundation for recruitment staff in aligning our efforts with our overall equity and inclusion objectives. Additional training and educational opportunities for staff will be ongoing to enhance recruitment and outreach skills as well as cultural awareness.

Agencies were asked to list organizations with which they liaise as part of diversity and inclusion efforts.

Agencies who indicated that they did not liaise with organizations as part of their diversity and inclusion efforts were:

- Agriculture
- Arts Council
- Capital Development Board
- Civil Service Commission
- Executive Ethics Commission
- Healthcare and Family Services
- Human Rights Commission
- Illinois Liquor Control Commission
- Illinois Treasurer
- Insurance
- Labor Department
- Labor Relations Board
- Labor Relations Board - Educational
- Law Enforcement Training and Standards Board
- Lottery
- Military Affairs
- Pollution Control Board
- Prisoner Review Board
- Procurement Policy Board
- Property Tax Appeal Board
- Public Health
- Racing Board
- State Police Merit Board

Agencies who listed partner organizations include:

Agency	Organizations
Central Management Services	134 Jump Start; Alton Branch NAACP; American Indian Center; Asian American Hotel Owners Association; Black Chamber of Commerce of Illinois; Black United Fund of Illinois, Inc.; Bowie State University; California Indian Manpower Consortium, Inc.; Central States (SER) Jobs for Progress- Chicago; Centro de Trabajadores; Centro de Trabajadores Unidos; Champaign County Regional Planning Commission; Chicago State University; Chicago Urban League; ChicagoNEXT; World Business Chicago; Chinese Mutual Aid Association; Church of the Spirit in Chicago; Coalition for a Better Chinese American Community (CBCAC); Greater Kankakee Black Chamber of Commerce; Harold Washington College; Hispanic Alliance for Career Enhancement; Hispanic Women of Springfield; Illinois Association for Hispanic State Employees; Illinois Latino Council on Higher Education; Illinois Latino Legislative Caucus Foundation; Illinois Migrant Council; Institute for Positive Living; Instituto del Progreso Latino; Jesus Chicago Church; Joliet Junior College- Center for Multicultural Access and Success; Kankakee Branch NAACP; Kankakee Public Library; La Casa Norte; League of United Latin American Citizens (LULAC); Little Village Chamber of Commerce; Loyola University; Madison County Housing Authority; National Black MBA Association; National Employment Law Institute; Native American Chamber of Commerce in Illinois; Northwestern University; Olivet Nazarene University; Peoria Urban League; Saint Paul Church of God Christ in Chicago; Springfield Urban League; St. Paul Community Development Ministries, Inc.; The City of Kankakee; The City of Normal Illinois; The Puerto Rican Agenda; The Puerto Rican Cultural center; Township of Schaumburg; United Chinese American Illinois; United Way of Kankakee and Iroquois Counties; University of Illinois at Chicago – College of Medicine’s Hispanic Center for Excellence; Wilbur Wright Community College; Windy City Jazz
State Retirement Systems	CMS
Environmental Protection Agency	IAHSE
State Board of Elections	Department of Human Rights & Healthcare and Family Services
Innovation and Technology	CMS Statewide Recruitment calls which include DEI speakers and representatives from various community organizations and non-profits.

Employment Security	EEOPWDT; IAHSE; 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
Gaming Board	American Indian Association of Illinois League of United Latin American Citizens; National Hispanic Institute; Hispanic Illinois State Law Enforcement; Illinois Association of Hispanic State Employees; Chicago Union League; Chicago Union League; HACE
Illinois Commerce Commission	NARUC; Handshake; Rep. LaShawn Ford
Deaf and Hard of Hearing Commission	Illinois Deaf Latino Association; Chicagoland Black Deaf Advocates
Commerce and Economic Opportunity	IAHSE
State Fire Marshal	CMS, IDHR, The Morton Group
Juvenile Justice	EEO/AA Officer serves as Ex Officio on Employment Plan Commission and monitors and tracks hiring goals for the agency.
Veterans Affairs	Illinois Association of Hispanic State Employees (IAHSE)
Children and Family Services	Aurora Partners in Health; Latino of Lake County; Elgin Hispanic Network; Puerto Rican Culture Center; Illinois Association of Hispanic State Employees; Pilsen Alliance; Mujeres Latinas en Acción; Latino Social Workers Organization; Latino Roundtable of the Southwest; Latino Partners in Health Coalition; Hispanic Alliance for Career Enhancement; Latinos Progresando; Latino Business Committee of Boone County; Illinois Latino Council on Higher Education; Puerto Rican Parade Committee; Hispanic Women of Springfield; Peruvian Committee; Fiesta Boricua Committee; San Lucas Church; Midwest Asian Health Association; Chinese Mutual Aid Association; Vietnamese Association of Illinois; Chinese American Services League; Chinatown Chamber of Commerce; Asian Americans Advancing Justice in Chicago; Coalition for a Better Chinese American Community; Japanese American Citizens League; Midwest Asian Health Association, Project Vision; Sanjeevani; South Asian American Policy & Research Institute; Melrose Park Community Alliance; Marshall Square Resource Network; Catalyst Career Group; Lawndale Peace;

	Central States SER; Pilsen Neighbors; Enlace; Chicago Public Schools; Westside Pastorals Coalition for Aids; Erie Neighborhood House; American Indiana Center; American Indian Health Service of Chicago; California Indian Manpower; U of I Native American Support Services Program; Native American Community Advisory Council; Native American Chamber of Commerce; Chicago American Indian Community Collaborative; ChildLink; Lawrence Hall; UCAN; MYSI
Abraham Lincoln Presidential Library and Museum	HACE; Urban League; CIC; SHRM
Guardianship and Advocacy Commission	Illinois Imagines ; The Department of Human Services; Alzheimer’s Disease Committee; Criminal Justice Discussion Groups; National Guardianship Association, Illinois Guardianship Association; Local Interagency Council on Early Intervention; Family Matters Parent Information and Training Center; Tazewell County Program for Inclusive Employment; Illinois Attorney General; Central Illinois Transition Planning Committee; Roosevelt University; Disability Expo in Champaign; The Illinois Department of Corrections; Summit of Hope; 18th Ward Senior Fair; St. Coletta Resource Fair; Mental Health Provider Network Meetings; DD Provider Network Meetings; Cook County Commission on Human Rights; Cook County Veterans Administration; Office of the Cook County Public Safety Officer; Cook County Public Guardians Office; Cook County Sheriff’s Office; Statewide Referral Network; Illinois Center for Civics Education; Resi Aldean Nursing Care; Harvey Senior Center; CARPLS; Volunteer Advocacy Project; St. Louis Area Metropolitan Planning Council; Governors State University- Office of Development and College of Arts of Sciences; University of Illinois- Urbana Department of Special Education; Lake Forest College Office of Development and Career Advancement; University of Chicago- School of Social Services; University of Illinois- Springfield; University of Illinois- Chicago; Bradley University; Chicago Public Schools; Chicago High School for Agricultural Sciences; SPED Department; United States Department of Education- Office of Safe and Healthy Students; Habilitative Systems Incorporated, Westside Institute; Various Illinois State Agencies
Aging	Illinois Association of Hispanics in State Employment
Criminal Justice Information Authority	Adult Redeploy of Illinois

Transportation	United Way; Urban League; Lincoln Land CC; Lakeland CC ; John A Logan CC; Southwestern Ill CC; Lewis and Clark CC; Rock Valley CC; South Suburban CC; Dawson Technical CC; Black Hawk CC; Kankakee CC; Illinois Central CC; The Illinois Black Chamber of Commerce; Pleasant Grove Baptist Church NAACP Chapter Presidents; National Society of Black Engineers; Society of Asian Scientists and Engineers; Society of Hispanic Professional Engineers; Society of Women Engineers; The Black Caucus ; The Latino Caucus; Abundant Faith Christian Center; Pleasant Grove Baptist Church; Union Baptist Church; Alpha Kappa Alpha; Alpha Phi Alpha; Delta Sigma Theta; Kappa Alpha Psi; Omega Psi Phi; Phi Beta Sigma; Zeta Phi Beta; Sigma Gamma Rho; Iota Phi Theta
Human Services	IDES; Community Churches; Community Workforce Centers, Colleges & Universities; Chamber of Commerce; Community Libraries.
State Police	ABLE; AALEA; HISLEA; 30x30 Female Hiring Initiative
Natural Resources	State of IL-CMS; Blacks in Green; Latino Caucus; IAHSE
Human Rights Department	IAHSE
Corrections	*uploaded PDF's in appendix
Financial and Professional Regulation	UCA Illinois Chapter
Revenue	Lincoln Land Alliance; Black MBA Chicago; Chamber of Commerce; Illinois Black Chamber Commerce; Jewish Child & Family Services; Taxpayers Federation of Illinois; Decatur Chamber of Commerce; Goodwill of Sangamon County; Chicago Northshore Chinese Center; Cook County Workforce Investment Solutions; Center for Changing Lives; Erie House; Sangamon County Bar Association; Skills for Chicagoland's Future; UIS Accounting Economic and Finance Program Advisor; Association of Latino Professionals for America or ALPHA; Cook county IDES; IDES Peoria Office; Sangamon IDES; Illinois Association Hispanic State Employees; Greater Southwest Development Corp; Association of Nonprofit Accountants & Finance Professionals; UIS Spanish Club; Chicago State University; Lesbian and Gay Bar Association; Rockford Bar Association; Asian American Bar Association; Puerto Rican Bar Association; DePaul Law; Loyola; Northwestern Pritzker School of Law; Northern Illinois University; University of Illinois @ Champaign Law program; Alpha Kappa Alpha Society, Inc; NU Omicron Mega Chapter; SPI; National Alumnae Assoc. of Spelman College; Chicago Chapter National Association of Black Accountants; Northwestern Medicine; Focused Forward Clinic; Rockford Career College; Northwestern

	<p>Quest Scholars; Black Student Alliance; Asian American Bar Association of the Greater Chicago Area; Northwestern University Student Association; Springfield Decatur Alumnae Chapter of Delta Sigma Theta Sorority; Phi Beta Sigma; Alpha Phi Alpha; Lincoln University of Missouri; India Association of Greater Springfield; Lake County Job Center/Workforce development; Career Services at Kankakee Community College; Career Development at Chicago State University Business School at Ill Tech; National Latino Education Institute; Business & Community Services; Northwestern Univ. Rimo de Mis Ancestors; Illinois Valley Center for Independent Living; Access Mobilization Project; RAMP; Soyland; Access to Independent Living; SAIL; PACE; Center for Independent Living; Independent Living Council of Illinois; University of Illinois Chicago Law Dept.; University Career Development; Taylor Business Institute; University of Illinois Chicago Law Dept.; Illinois State University; Kane County Office of Workforce Community Reinvestment; National Able Network; St. Paul Church of God in Christ Community Development Ministries, Inc.; Illinois Central College; Cicero Community Collaborative; Asian American Bar Association; Spanish Community Center; Black Women Lawyers' Association of Greater Chicago, Inc.; Universal Metro Asian Services; Metropolitan Asian Family Services; Metro Home Health Care; Northwestern Pritzker School of Law; Southwest Suburban Cook County; American Job Center; Lehman Collage; American Society of Hispanic Economists; Hire Autism; Speaker Welch's District Office; Chicago Urban League; JCFS Paralyzed Veterans of America; Chicago State University; UIS Legal program; Alderwoman 10th Ward.</p>
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This year, agencies were asked to upload all marketing materials used in promotion of hiring efforts. Eleven out of the 50 responding agencies provided copies of their marketing materials.

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

- Aging
- Central Management Services
- Corrections
- Employment Security
- Environmental Protection Agency
- Human Services
- Illinois Liquor Control Commission
- Revenue
- State Fire Marshall
- Transportation
- Veterans Affairs

Internships

Out of 339 internships at the 50 participating agencies, 0 were Native Americans. 3 agencies noted to have recruited interns from federally designated Native American Serving Institution of higher education across the nation.

The agency and the school where they recruit interns is:

Agency	Institution
Illinois Commerce Commission	Seminole State College; Northeastern State University
State Police	Murray State College
Employment Security	Noted All Native Serving Institutions Across the Nation

CMS Diversity & Inclusion Community Partner Internship

CMS' Diversity & Inclusion developed an internship program in FY22 to strengthen a diverse State workforce pipeline. The internship's equity-based platform leveraged established relationships with community partners and connected State agencies to selected interns from those communities. All agencies who participate in the CMS Monthly Statewide Recruitment Call were invited to develop a project description and host a CMS D&I Community Partner Intern.

A total of 13 State agencies submitted 29 positions for either inaugural summer 2022 or 2023 academic year intern projects.

These are the State agencies who opted to participate in either the inaugural summer 2022 or the second cohort for 2023 academic year of the CMS D&I Community Partner Internship. The chart details the number of positions each State agency offered to create:

Agency	Total Number of D&I Internship Positions Offered
Abraham Lincoln Presidential Library and Museum	3
Capital Development Board	2
Central Management Services	4
Department of Aging	1
Department of Children and Family Services	1
Department of Commerce & Economic Opportunity	8
Department of Human Services	1
Department of Innovation & Technology	1
Department of Revenue	1
Emergency Management Agency	4

Gaming Board	1
Illinois Power	1
Office of State Fire Marshall	1

The inaugural CMS D&I Community Partner Internship summer 2022 cohort welcomed six interns into full-time paid positions that paralleled and joined professional development sessions along with those from the Governor’s Office. The six interns were matched into different projects at three State agencies. Each participating agency developed a project description and led stipend and onboarding of each student. Five of the interns successfully completed the summer program.

CMS D&I led the creation of the program and invited all agencies and community partners to participate. Partnering with CMS Bureau of Personnel, all interns joined weekly cohort-style seminars which incorporated inclusive methods for workforce development.

The chart below lists the intern’s self-identification, agency position, institution of higher education and community partner who helped select the undergraduate student.

Intern’s Self-Identification	Agency	Institution of Higher Education	CMS Community Partnership
African American	Department of Commerce & Economic Opportunity	Kankakee Community College	Greater Kankakee Black Chamber of Commerce
Asian American	Emergency Management Agency	University of Illinois at Urbana-Champaign	Asian American Employment Plan Advisory Council & United Chinese Americans
African American	Department of Commerce & Economic Opportunity	Spelman College (HBCU)	Greater Kankakee Black Chamber of Commerce
African American	Department of Commerce & Economic Opportunity	Brown University	African American Employment Plan Advisory Council & Black United Fund

Asian American	Central Management Services, D&I	Loyola University	Asian American Employment Plan Advisory Council & United Chinese Americans
African American	Central Management Services, D&I	Howard University (HBCU)	Greater Kankakee Black Chamber of Commerce

Community partners who joined CMS Diversity & Inclusion’s outreach and recruitment efforts in FY21 were invited to invited to help select interns from their served cohorts for FY22, they included:

- African American Employment Plan Advisory Council Members
- Asian American Employment Plan Advisory Council Members
- Black United Fund
- Chicago Urban League
- Chinese Mutual Aid
- Coalition for a Better Chinese American Community
- Harold Washington College
- Hippocrates Community Services
- Hispanic Alliance for Career Enhancement
- Hispanic Employment Plan Advisory Council Members
- Hispanic Women of Springfield
- Joliet Junior College
- Kankakee Black Chamber of Commerce
- Loyola University
- Native American Employment Plan Advisory Council Members
- United Chinese Americans
- University of Illinois Chicago

Opportunities for growth exist and have been identified in this report’s goal section for FY23. The 2023 academic year intern cohort will also be reported in the FY23 Employment Plan reports.

Native American Employment Plan: Goals for 2023

I. Develop Cultural Outreach & Engagement Partnerships

Time will be allocated at each quarterly Employment Plan Advisory Council meeting for council members to provide input on how to ensure CMS's outreach, engagement, relationship-building, and recruitment events are tailored to the needs of the respective communities served by each EPAC. This will allow Council members and State agencies to:

- Establish a set agenda item where CMS representatives will, on a quarterly basis present and debrief on outreach and recruitment efforts.
- Allow council members to identify, promote, recommend, and connect all State agencies to events and community organizations where State agencies can promote employment opportunities.
- Allow State agencies to register and participate in at least one community-informed, identity-centered outreach, engagement, relationship-building, or recruitment event per quarter that is identified or approved by employment council members.

II. Strengthen and Expand a Diverse Pipeline for State Workforce

CMS will continue to work on formalizing community partners throughout the State for agencies to host CMS D&I Community Partner Interns. This will allow State agencies to:

- Create additional internship opportunities for students who meet the employment plan State statute demographics through relationships with high identity-based demographics.
- Onboard and introduce Illinois public service to prospective future applicants.
- Build a relationship and better understand the needs for inclusive outreach, recruitment, and retention of a diverse workforce.

III. Promote Inclusive Practices in State Workforce

CMS Diversity and Inclusion will continue to create opportunities through professional development that aims to advance diversity, inclusion, equity, and access in Illinois State workforce. State agencies and council members will be invited to:

- Promote CMS Live Conversations – a lunch hour webinar conversation that aims to complement the required annual DEI trainings by connecting topics to the workforce.
- Serve as a co-panelist to highlight expertise, best practices, and opportunities for shared growth.
- Share space for recognition to topics that help promote inclusion and thus, retention of a diverse workforce.

IV. Dashboard Analytics for Recruitment and Retention of a Diverse State Workforce

CMS will use the newly developed dashboard to measure the application success rate at each stage of diverse applicant process and employee onboarding and employment. This will allow agencies and Employment Council members to:

- Measure success of equity efforts from outreach based on application and employee data.
- Leverage expertise from employment council members on how to approach equity efforts.
- Allow agencies to note and adjust processes where appropriate.
- Invite CMS Bureau of Personnel to help navigate jargon and established procedures.
- Allow CMS to further develop data management tools to measure retention of diverse State employees.

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 FY22, the following community and industry leaders were part of the Native American Employment Plan Advisory Council.



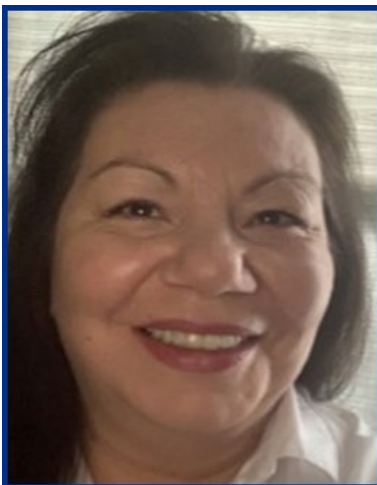
Andrew Johnson (Council Chair) is an enrolled citizen of the Cherokee Nation. He currently serves as the Executive Director of the Native American Chamber of Commerce of Illinois and President of Cherokee Corporate Lending. He is also the chairperson of the Illinois Native American Employment Plan Advisory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



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



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



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



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

Governing Authority

Civil Administrative Code

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

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

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

Methodology

Data included in the Employment Summary, Leadership, Gender, and Veteran sections of this document are sourced from data collected on employee statistics and hiring statistics. Notes on these data sets immediately follow. Employee statistics are based on annual snapshots of the CMS Personnel Mainframe database from 2008 to present. This is a change in methodology from past years to allow this report to better compare employee counts across multiple years. Numbers will not be directly comparable to past reports.

Race/Ethnicity: Employee race and ethnicity is self-identified from a mutually exclusive list of possible races and ethnicities. While the process is being reformed, individuals in these data sets were not given the opportunity to identify with more than one race or ethnicity.

New Hires: Employees are identified as a new hire in the year which they are first shown in the CMS Personnel Database. Employees who switch agencies or are employed with the State less than a full year may not be counted. Employees are identified as a new hire based on the FY22 CMS Personnel Mainframe snapshot. Given transaction processing times, these data do not always match with those who were hired during the year. This methodology was chosen to allow for better year-over-year analysis and may not match agency-level statistics on hiring during the same period.

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

Contact Information

Patricia Santoyo-Marin
Deputy Director, Diversity & Inclusion
Illinois Department of Central Management Services
Patricia.Santoyo-Marin@Illinois.gov

Data Sourcing, Methodology and Appendix

Table is organized in ascending order by number of Native American new hires.

Representation of New Native American Hires by Agency in FY22

	Agency	Number of New Native American Employees	Total Agency New Hires	% of New Hires (Native American)
1	Human Services	5	647	0.8%
2	Corrections	2	679	0.3%
3	Veterans Affairs	2	114	1.8%
4	Children & Family Services	1	384	0.3%
5	Criminal Justice Authority	1	12	8.3%
6	Juvenile Justice	1	43	2.3%
7	Natural Resources	1	40	2.5%
8	State Retirement Systems	1	8	12.5%
9	Transportation	1	57	1.8%

Table only includes agencies which hired Native Americans (31 agencies excluded).

Representation of Total Native American Senior Hires in FY22 by Agency

	Agency	Number of New Native American Senior Employees	Total Agency New Senior Hires	% of New Senior Hires (Native American)
1	Criminal Justice Authority	1	6	16.7%

Table only includes agencies which hired Native Americans as senior employees (28 agencies excluded).

Representation of Total Native American Employees in FY22 by Agency

Table is organized in ascending order by number of Native American new hires.

	Agency	Total Number of Native American Employees	Total Agency Employees	% of Total Agency Employees (Native American)
1	Human Services	62	13,026	0.5%
2	Corrections	59	12,090	0.5%
3	Transportation	9	2,211	0.4%
4	Veterans Affairs	9	1,190	0.8%
5	Children & Family Services	8	2,872	0.3%
6	Innovation & Technology	8	1,149	0.7%
7	Juvenile Justice	6	749	0.8%
8	Public Health	6	1,140	0.5%
9	Natural Resources	3	1,110	0.3%
10	Aging	2	137	1.5%
11	Agriculture	2	310	0.6%
12	Criminal Justice Authority	2	72	2.8%
13	Employment Security	2	1,109	0.2%
14	Environmental Protection	2	630	0.3%
15	Healthcare & Family Services	2	1,652	0.1%
16	Central Management Services	1	674	0.1%
17	Financial & Professional Regulation	1	403	0.2%
18	Gaming Board	1	158	0.6%
19	Guardianship & Advocacy	1	103	1.0%
20	Insurance	1	195	0.5%
21	Labor	1	82	1.2%
22	Liquor Control Commission	1	41	2.4%
23	Military Affairs	1	124	0.8%
24	Revenue	1	1,266	0.1%
25	State Retirement Systems	1	94	1.1%

Table only includes agencies which currently have Native American employees (28 agencies excluded).

Appendix

Individual agency outreach materials and all agency survey answer documents can be found online as 2022 Employment Plan Appendix at:

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