



State of Illinois  
Department of Central Management Services

**FY 2022**

**AFRICAN AMERICAN**

**Employment Plan Report**



## Purpose of This Report

This report serves as the annual plan to increase the number of African 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 “African American” to align with past employment plan practice and the African American Employment Plan Advisory Council. In some cases, this may not represent the lived experience of the employees who indicate simply “African” (without “American”) on the hiring race and ethnicity intake forms.

This report serves as the plan to ensure diversity, equity and inclusion for African American persons employed or seeking employment in State government. In accordance with 20 ILCS 30/15 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 African 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 African 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.

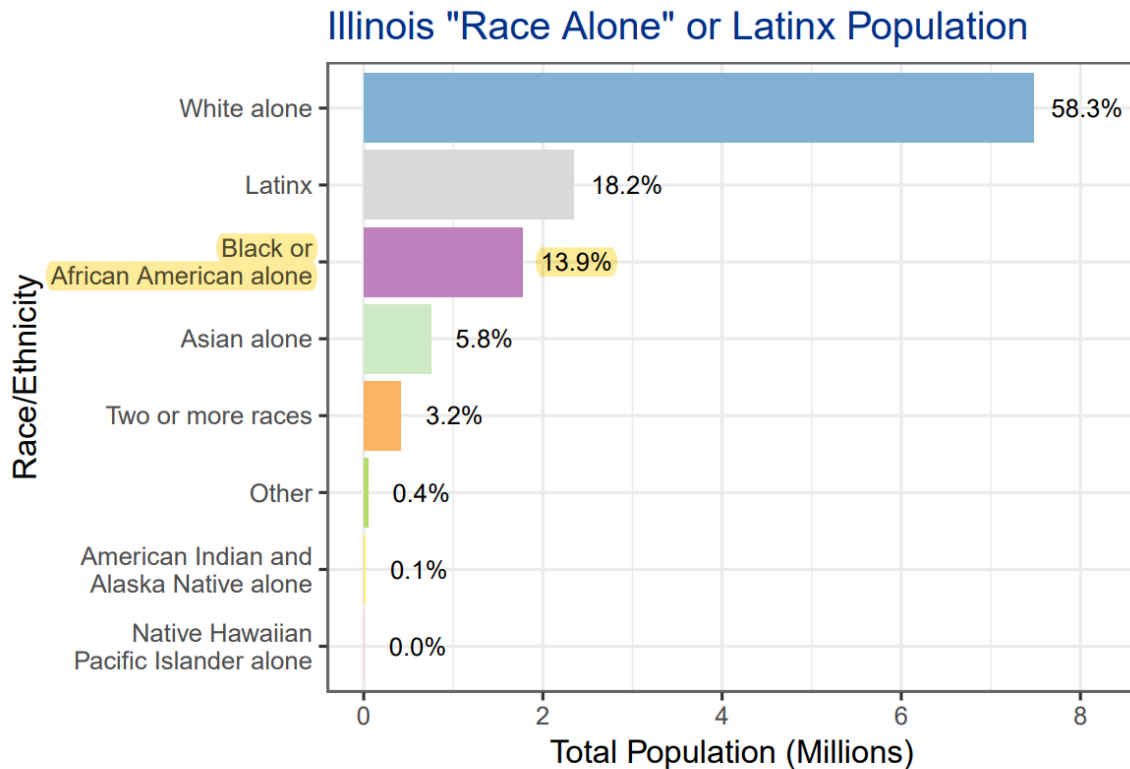
In collaboration with the African American Employment Plan Advisory Council (EPAC), CMS Diversity & Inclusion drafted annual agency goals to deliver through the next fiscal year. All State agencies will receive a copy of these goals and be given the opportunity to join quarterly meetings of the African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

Quarterly meetings of the African 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 African American EPAC for review and approval.

## Illinois' Government Workforce Representation for African Americans

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

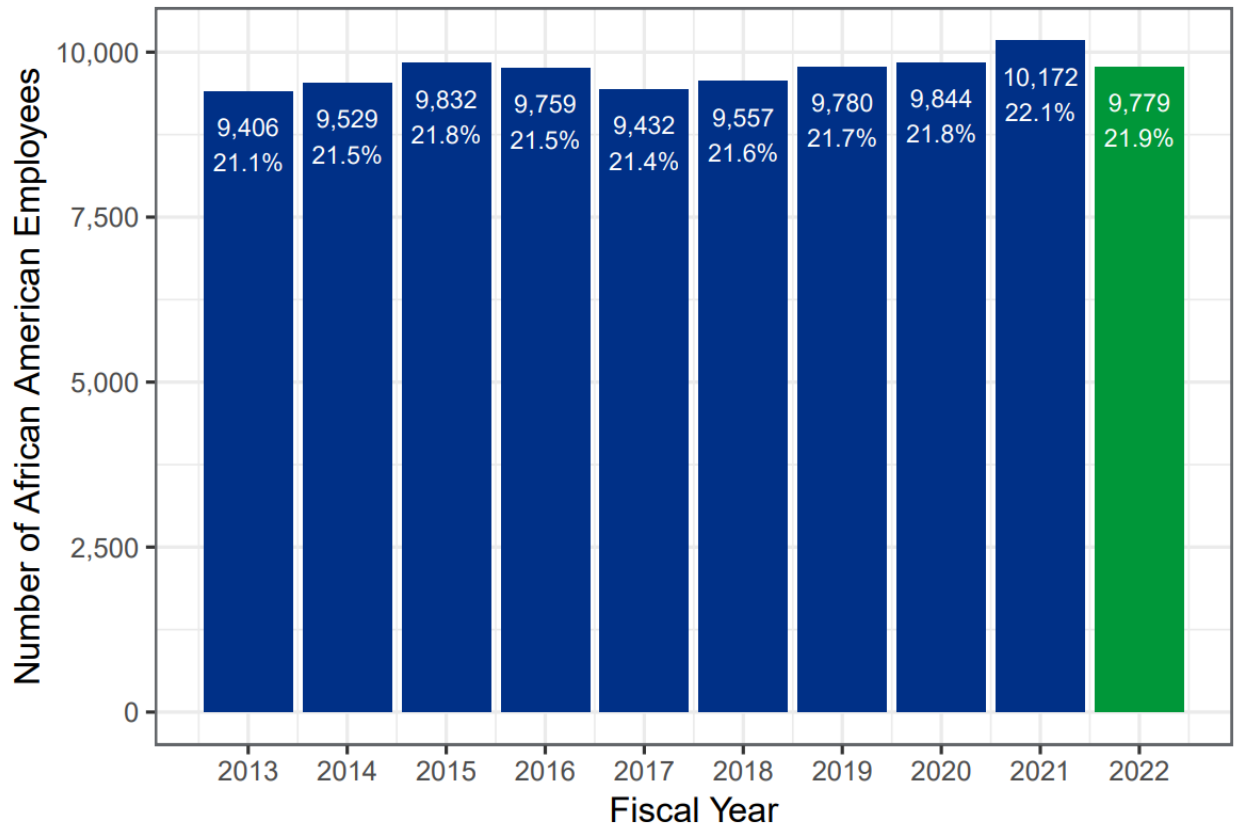


Source: 2020 Census PL 94-171 File

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.

## Number of African American State Employees



Source: CMS Personnel Mainframe

The African American alone or in combination population in Illinois is 15.3% or about 1,957,100 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 African American changed from FY21 to FY22, from 22.1% (10,172) to 21.9% (9,779).

## Diversity in Interviews

Agencies who completed the survey noted that of a total of 312 employees in State government that were included in selecting job candidates for interviews, 62 are African American. Out of 4,955 employees authorized to conduct interviews, a total of 896 are African American. A total of 5,781 structured interview panels were convened during fiscal year 2022, 821 included African 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 that steps and considerations are taken to address those potential bases.

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 African 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 responses demonstrate 147 African 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, 39 of them were African American. Of the total number of candidates who did interview, and 32 of them were African American. A total of 9 African American candidates were offered a position where a total of positions offered were 53.

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 December of 2022, the chart provides an automated overview of the diversity data related to our current State workforce.





## African American New Hire Profile

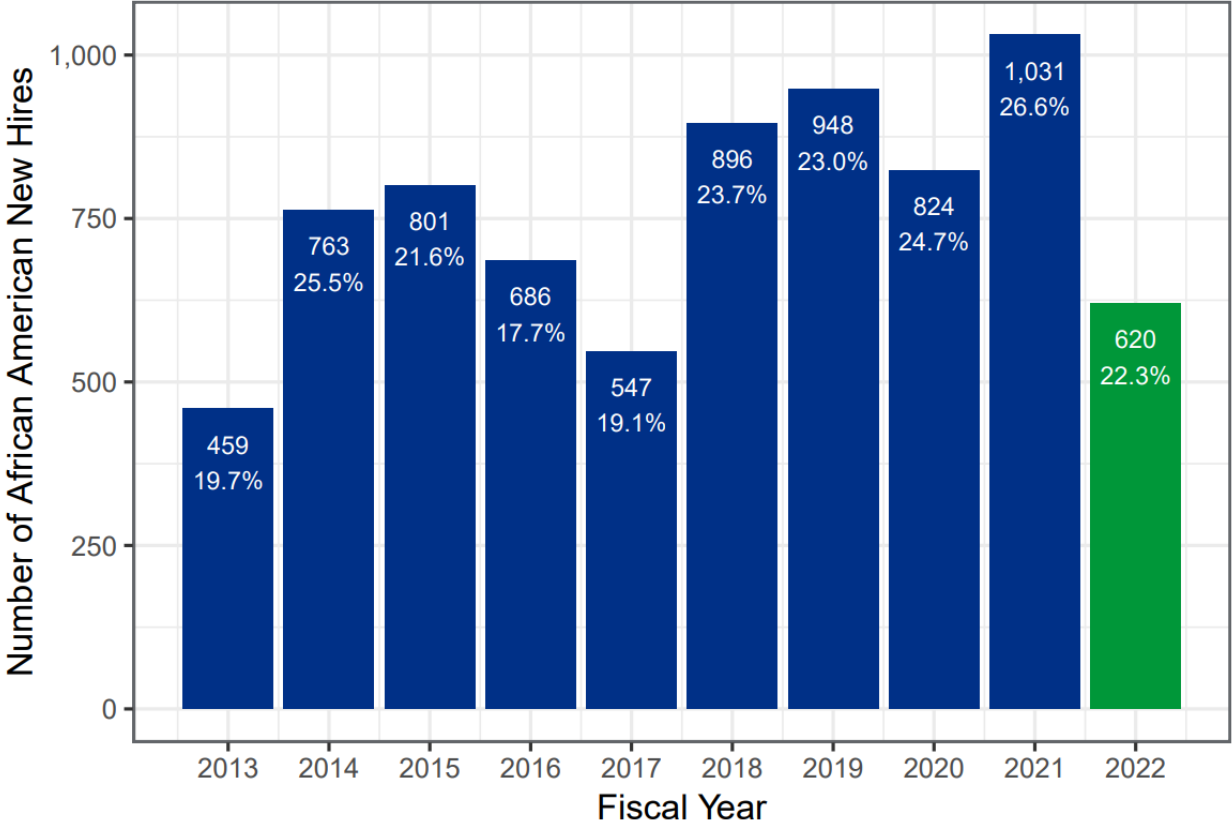
During FY22, 22.3% (622) of new hires onboarded identified as African American. 6.3% (39) of the new African American hires onboarded in FY22 were senior (exempt employees, positions appointed by the Governor). African Americans represented 36.5% of all senior hires in FY22.

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 544 African Americans in both categories, compared to 576 for the same in FY22. 20.2% out of a total 2,854 senior positions identified as African American.

As for gender comparisons, in FY22, 72.0% of new African American employees onboarded were female hires, compared to the statewide rate of 55.4%. Totally, as of the end of FY22 69.4% (6,788), of African American State employees were women, compared to 50.4% of all State employees.

Of the new African American hires for FY22, there were 5.3% (33) who were also veterans, compared to the statewide rate of 7.8% new hires. As of the end of FY22, a total of 11.0% (1,078) of African 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 African American employees are represented by agencies according to data collected by CMS in FY22 (July 1, 2021 – June 30, 2022).

### Representation of New African American Hires by Agency in FY22

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

	Agency	Number of New African American Employees	Total Agency New Hires	% of New Hires (African American)
1	Human Services	180	647	27.8%
2	Children & Family Services	171	384	44.5%
3	Corrections	85	679	12.5%
4	Healthcare & Family Services	30	137	21.9%
5	Veterans Affairs	24	114	21.1%
6	Juvenile Justice	20	43	46.5%
7	Public Health	17	77	22.1%
8	Revenue	17	90	18.9%
9	Employment Security	14	58	24.1%
10	Central Management Services	9	37	24.3%
11	Innovation & Technology	9	75	12.0%

### Representation of Total African American Employees in FY22 by Agency

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

	Agency	Total Number of African American Employees	Total Agency Employees	% of Total Agency Employees (African American)
1	Human Services	4,668	13,026	35.8%
2	Corrections	1,490	12,090	12.3%
3	Children & Family Services	1,137	2,872	39.6%
4	Employment Security	323	1,109	29.1%
5	Healthcare & Family Services	308	1,652	18.6%
6	Juvenile Justice	301	749	40.2%
7	Transportation	194	2,211	8.8%
8	Public Health	192	1,140	16.8%
9	Revenue	179	1,266	14.1%
10	Veterans Affairs	176	1,190	14.8%

## Agency Survey Reponses

As part 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 African 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. 14 agencies reported that the liaison had decision making authority in African American recruitment; 2 with hiring/promotion authority; 4 for interviews; and 5 with creating policies.

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

Question	Total	African American	Percent
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2022?	4,955	896	18.1%
How many employees in your agency received tuition reimbursement in FY2022?	3,079	418	13.6%
How many paid interns did your agency hire during fiscal year 2022?	339	64	18.9%
How many interns did your agency hire during fiscal year 2022 who worked in exchange for educational credit?	153	15	9.8%
How many interns did your agency hire during fiscal year 2022 who were unpaid and did not work in exchange for educational credit?	23	4	17.4%

## Efforts and Opportunities in Outreach & Recruitment

CMS recognizes there is a prime opportunity to strengthen relationships with African American advocacy and career development organizations across the State. When asked, agencies responded having approximately 95 African American employees responsible for recruitment and outreach efforts.

Out of the 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 Rights' 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; Chines 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

<p>Guardianship and Advocacy Commission</p>	<p>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</p>
<p>Aging</p>	<p>Illinois Association of Hispanics in State Employment</p>
<p>Criminal Justice Information Authority</p>	<p>Adult Redeploy of Illinois</p>
<p>Transportation</p>	<p>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</p>
<p>Human Services</p>	<p>IDES; Community Churches; Community Workforce Centers Colleges &amp; Universities; Chamber of Commerce; Community Libraries.</p>



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	*Answered in 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 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.
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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 the 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, 83 interns were African Americans. 7 agencies noted to have recruited interns from federally designated African American serving institutions of higher education across the nation.

Those agencies and the schools where they recruit interns include:

Agency	Institution
Central Management Services	Howard University, and Morris Brown College
Corrections	St. Augustine's University
Guardianship and Advocacy Commission	Clark Atlanta University; Dillard University; Southern University and A&M College; Spelman College; Tennessee State University; Xavier University of Louisiana
State Police	Harris-Stowe State University; West Virginia State University
Transportation	Alabama A&M University; Florida A&M University; Jackson State University; Morgan State University; North Carolina A&T State University; Prairie View A&M University; Southern University and A&M College; Tennessee State University,
Illinois Commerce Commission	Alabama A&M University; Albany State University; Alcorn State University; Arkansas Baptist College; Bishop State Community College; Clinton College; Denmark Technical College; Fayetteville State University, Florida A&M University; Fort Valley State University; Harris-Stowe State University; Howard University; Jackson State University; Kentucky State University; Morgan State University; North Carolina A&T State University; North Carolina Central University; Prairie View A&M University; South Carolina State University; Spelman College; Tennessee State University; Texas College; Texas Southern University; Tougaloo College; University of the Virgin Islands; Virginia Union University
Employment Security	Noted All African American Serving Institutions Across the Nation

## CMS Diversity & Inclusion Community Partner Internship

CMS' Bureau of Diversity & Inclusion (D&I) 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 Summer 2022 or 2023 academic year intern projects.

Below are the State agencies who opted to participate in either the inaugural Summer 2022 or the second 2023 academic year cohort 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.

<b>Intern's Self-Identification</b>	<b>Agency</b>	<b>Institution of Higher Education</b>	<b>CMS Community Partnership</b>
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	Department of Central Management Services, D&I	Loyola University	Asian American Employment Plan Advisory Council & United Chinese Americans
African American	Department of 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 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.

## African American Employment Plan: Goals for 2023

### I. Develop Cultural Outreach & Engagement Partnerships

Time will be allocated at each quarterly Employment Plan Advisory Council (EPAC) 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 applicant 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



## African 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 African American Employment Plan Advisory Council, to examine and assist in providing solutions for the following:

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

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



**Rev. Marrice Coverson (Chair)** is the pastor of the Church of the Spirit in Chicago. She is also the Founder of the Institute for Positive Living and the Executive Director of its Open Book Program, a citywide, after-school literacy initiative for adolescents. Rev. Coverson is a visionary with more than 30 years of experience in the non-profit sector. She has held a number of positions, including Center Director of the Chicago Youth Centers, Elliott Donelley Youth Center, and Director of the West Side Learning Center at Malcolm X College. Rev. Marrice Coverson is a recipient of the Women of Excellence Black Pearl Award and the Community Leadership Award from the Illinois Institute of Technology. Rev. Coverson has a Master's in Religious Studies from the Chicago Theological Seminary, a Bachelor's in Sociology from Mississippi Valley State University (HBCU), and a Master's in Public Administration from Roosevelt University. She is also a certified life coach and a published author.



**Sharryon M. Dunbar (Vice Chair)** is a retired State of Illinois employee. After retirement she worked as a director of a labor organization and independent consultant working with low performing school districts and parent groups. She is a proud HBCU graduate from the University of Arkansas-Pine Bluff.



**Gloria Batey** is the Program Manager ERP Organizational Change Management (OCM)/Training, has over 20+ years of experience in OCM and Education Solutions Consulting specializing in the implementation of End-to-End (E2E) technology, education and big data solutions for Fortune 100, Legal entities, and Government agencies. She is highly skilled in the integration of Project Management (PM), Organizational Change Management (OCM), and Learning & Development (L&D) disciplines. Effectively utilizing her vast industry acumen, Gloria has established a successful reputation helping clients solve complex problems. She strategically moves organizations forward by aligning business intents with people, processes, culture, and tools for the successful deployment, adoption, and utilization of business processes and enterprise technologies. Gloria earned a Bachelor of Arts in Instructional Design and a Master of Arts in Educating Adults from DePaul University, with honors.



**William N. Burch** is the CEO at Greene Acres Consulting Group and legislative advocate. Mr. Burch is the 2020-2022 Chairman of the Black Chamber of Commerce of Illinois, where he works alongside local chambers and business organizations to assist the Black business community to grow and scale their businesses in the State of Illinois. He has been working with legislators and the Illinois community stakeholders to ensure the Adult Use Cannabis legislation includes measurable equity inclusion for communities harmed by the “war on drugs” with a goal to encourage, empower, assist and sustain disadvantaged minority businesses and entrepreneurs looking to enter the adult-use cannabis industry. With years of career success in project management and business development, William’s business agility stems from working in industries that are rapidly growing and evolving. William received a Bachelor of Science degree with a concentration in Business Management from Robert Morris University. He worked on his master’s degree studies at the University of Illinois in Educational Policy Studies. Known for applying proven business tactics to uncharted territory, William has created a diverse consulting network at Greene Acres Consulting Group with high-profile partners. And has been in the business development, communications, and non-profit management industry for over fifteen years



**Arlene Y. Colman** was admitted to the State of Illinois Supreme Court in May of 1987. Additionally, she is admitted to practice before the United States District Court for the Northern and Central Districts of Illinois and the Seventh Circuit of Appeals. She is a 1987 graduate of IIT/Chicago Kent College of Law and a graduate of Spelman College in Atlanta, Georgia.



**Carolyn Day** is the Executive Director of the Black United Fund of Illinois, Inc. She has extensive experience in progressive leadership and expertise in educational, social services, projects/programs, and change management. She also specializes in consultations in the areas of external partnerships, career development and training, grant management and quality assurance. Carolyn has passion and enthusiasm for learning, strengthening civic and community engagement and dedicated to empowering people. Ms. Day has a Master's in Educational Psychology from Loyola University-Chicago and a Bachelor's in Communication Disorders from Lincoln University in Missouri.



**Rev. Kevin Anthony Ford.** In 2000, Kevin Anthony Ford accepted his call to the ministry. On February 25, 2018, the Church of God in Christ, First Jurisdiction Illinois, publicly ordained him as the Pastor of Saint Paul Church of God Christ at 4526 S. Wabash in Chicago. Pastor Ford's lifelong relationship and commitment to the Church of God in Christ, community, and residents are deeply rooted in history. Pastor Ford carries on the visionary spirit, fiery passion, and the humanitarian tradition of his fathers, Bishop Charles Mason Ford and Bishop Louis Henry Ford (grandfather), in the cause of community awareness. Striving to uplift the moral, social, and political consciousness, collaborating with public and private policymakers compelling them to adhere to the needs of underserved communities. As the church's liaison for the Margaret Ford Manor building project in the community hiring process, he recognized that most applicants did not possess adequate skills, requisite knowledge, or experience to obtain a union card to perform in the construction trades. These barriers resulted in the pre-apprenticeship program, SPCDM. Pastor Kevin Anthony Ford sits on four boards, St. Paul Church of God in Christ, St. Paul Community Development Ministries, Margaret Ford Manor Ltd, and Victoria Jennings Residences Ltd, as the President.



**Andy Hightower** serves as Executive Director for Madison County Housing Authority. Prior to accepting his current position, he served as Executive Director for Alton Housing Authority. Andy places infinite value on establishing partnerships with agencies and organizations for the betterment of our communities. He recently began his fifth year as President of the Alton Branch NAACP and serves on several boards in the region. Andy has received numerous awards for his service to various communities throughout the years.



**Maurice King** began an apprenticeship with The International Brotherhood of Electrical Workers L.U 134 in the mid-80s. And continued to hold positions as a Hall pointed Steward, and a Forman. After holding multiple positions, Mr. King has been promoted and is currently the Vice President of the International Brotherhood of Electrical Workers L.U 134.



**Dr. Dalitso Sulamoyo** was born and raised in Malawi, South East Africa. Since moving to the United States of America in the early 1990s, he has made economic and social justice a focal part of his career. Dalitso Sulamoyo has been the Chief Executive Officer of the Champaign County Regional Planning Commission since June 2017. As the CEO, Dalitso oversees a multi-faceted government agency with over 100 different federal, state, and local grants and contracts. The agency's services range from transportation planning, police training, community services, workforce development, economic and community development to early childhood education for income eligible families. Dalitso Sulamoyo is the former President/CEO of the Illinois Association of Community Action Agencies, a membership organization of 40 not for profits and public entities that serve economically challenged citizens and communities of Illinois. He served in that capacity for over 16 years before accepting the CEO position with the Champaign County Regional Planning Commission.

## Governing Authority

Civil Administrative Code

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

CMS is statutorily designated to develop the African American Employment Plan, monitor State agency compliance, and receive agencies' annual reports regarding their efforts to implement the prior year's African American Employment Plan. CMS Sends state agencies an annual African 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

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## Data Sourcing, Methodology and Appendix

Table is organized in ascending order by number of African American new hires. Table only includes agencies which hired African Americans (6 agencies excluded).

### Representation of New African American Hires by Agency in FY22

	Agency	Number of New AA Employees	Total Agency New Hires	% of New Hires (AA)
1	Human Services	180	647	27.8%
2	Children & Family Services	171	384	44.5%
3	Corrections	85	679	12.5%
4	Healthcare & Family Services	30	137	21.9%
5	Veterans Affairs	24	114	21.1%
6	Juvenile Justice	20	43	46.5%
7	Public Health	17	77	22.1%
8	Revenue	17	90	18.9%
9	Employment Security	14	58	24.1%
10	Central Management Services	9	37	24.3%
11	Innovation & Technology	9	75	12.0%
12	Commerce & Economic Opportunity	7	28	25.0%
13	Criminal Justice Authority	5	12	41.7%
14	Agriculture	3	24	12.5%
15	Financial & Professional Regulation	3	29	10.3%
16	Human Rights Department	3	15	20.0%
17	Labor	3	10	30.0%
18	Aging	2	8	25.0%
19	Environmental Protection	2	57	3.5%
20	Law Enforcement Training & Standard Board	2	4	50.0%
21	State Retirement Systems	2	8	25.0%
22	Transportation	2	57	3.5%
23	A Lincoln Pres Library & Museum	1	4	25.0%
24	Capital Development Board	1	1	100.0%
25	Commerce Commission	1	4	25.0%
26	Emergency Management Agency	1	11	9.1%
27	Gaming Board	1	12	8.3%
28	Human Rights Commission	1	3	33.3%
29	Liquor Control Commission	1	6	16.7%
30	Lottery	1	8	12.5%
31	Natural Resources	1	40	2.5%
32	Prisoner Review Board	1	1	100.0%
33	State Fire Marshal	1	7	14.3%
34	State Police	1	64	1.6%

## Total African American Senior Hires in FY22 by Agency

Table only includes agencies which hired African Americans as senior employees (10 agencies excluded).

	Agency	Number of New African American Senior Employees	Total Agency New Senior Hires	% of New Senior Hires (African American)
1	Human Services	5	10	50.0%
2	Public Health	5	10	50.0%
3	Children & Family Services	4	8	50.0%
4	Commerce & Economic Opportunity	3	7	42.9%
5	Human Rights Department	3	6	50.0%
6	Central Management Services	2	5	40.0%
7	Corrections	2	2	100.0%
8	Criminal Justice Authority	2	6	33.3%
9	Innovation & Technology	2	4	50.0%
10	Law Enforcement Training & Standard Board	2	3	66.7%
11	A Lincoln Presidential Library & Museum	1	1	100.0%
12	Aging	1	3	33.3%
13	Financial & Professional Regulation	1	10	10.0%
14	Healthcare & Family Services	1	3	33.3%
15	Juvenile Justice	1	1	100.0%
16	Labor	1	3	33.3%
17	Prisoner Review Board	1	1	100.0%
18	Revenue	1	4	25.0%
19	State Fire Marshal	1	1	100.0%



## Total African American Employees in FY22 by Agency

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

	Agency	Total Number of African American Employees	Total Agency Employees	% of Total Agency Employees (African American)
1	Human Services	4,668	13,026	35.8%
2	Corrections	1,490	12,090	12.3%
3	Children & Family Services	1,137	2,872	39.6%
4	Employment Security	323	1,109	29.1%
5	Healthcare & Family Services	308	1,652	18.6%
6	Juvenile Justice	301	749	40.2%
7	Transportation	194	2,211	8.8%
8	Public Health	192	1,140	16.8%
9	Revenue	179	1,266	14.1%
10	Veterans Affairs	176	1,190	14.8%
11	Innovation & Technology	118	1,149	10.3%
12	State Police	107	924	11.6%
13	Central Management Services	75	674	11.1%
14	Financial & Professional Regulation	73	403	18.1%
15	Commerce & Economic Opportunity	48	261	18.4%
16	Environmental Protection	45	630	7.1%
17	Human Rights Department	35	116	30.2%
18	Guardianship & Advocacy	31	103	30.1%
19	Criminal Justice Auth	28	72	38.9%
20	Insurance	26	195	13.3%
21	Lottery	22	147	15.0%
22	Natural Resources	22	1,110	2.0%
23	Gaming Board	20	158	12.7%
24	Aging	19	137	13.9%
25	Labor	18	82	22.0%
26	Workers Compensation Com	18	90	20.0%
27	Agriculture	16	310	5.2%
28	Military Affairs	15	124	12.1%
29	Liquor Control Commission	10	41	24.4%
30	Emergency Management Agency	7	82	8.5%
31	Commerce Commission	6	53	11.3%
32	Human Rights Commission	6	15	40.0%

33	Capital Development Board	5	29	17.2%
34	Law Enforcement Training & Standard Board	5	22	22.7%
35	State Fire Marshal	5	146	3.4%
36	State Retirement Systems	5	94	5.3%
37	Prisoner Review Board	4	19	21.1%
38	Unmatched	4	14	28.6%
39	Arts Council	3	16	18.8%
40	A Lincoln Pres Library & Museum	2	73	2.7%
41	Labor Relations Board Educational	2	6	33.3%
42	Labor Relations Board Illinois	2	10	20.0%
43	Pollution Control Board	2	16	12.5%
44	Property Tax Appeal Board	2	35	5.7%
45	Deaf & Hard of Hearing Com	1	4	25.0%
46	Dev Disabilities Council	1	7	14.3%
47	Illinois Torture Inquiry Relief Commission	1	4	25.0%
48	Investment Board	1	2	50.0%
49	Racing Board	1	2	50.0%

Table only includes agencies which currently have African American employees (4 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/aaep.html>