



ILLINOIS DEPARTMENT OF LABOR

JB PRITZKER
GOVERNOR

JANE R. FLANAGAN
DIRECTOR

March 14, 2023

To the Honorable Members of the Illinois General Assembly:

In compliance with the requirements set forth in the Data Governance and Organization to Support Equity and Racial Justice Act (20 ILCS 65 *et. al*) (the “Act”), the Illinois Department of Labor (“Department”) hereby submits a progress report detailing the action steps and progress made to enable the collection and cataloging of data described in Section 20-15 of the Act have been standardized and, to the extent possible, the data sets and programs that are planned for the coming year.

The Act requires the Illinois Department of Labor to “report statistical data on racial, ethnic, age, sex, disability status, sexual orientation, gender identity, and primary or preferred language demographics of program participants for each major program” administered by the department.

While “major program” is not defined in the statute, the agency has adopted the following definition provided by the Governor’s Office of Management and Budget: *a major program is a program with an enacted appropriation of greater than \$1 million in fiscal year; direct services provided to individuals and/or a reasonable expectation that demographic information can be aggregated via proxy data without substantial cost or disruption to program delivery.*¹

The Department did utilize the definition of “major program” in determining that our Fair Labor Standards Division would be best to track such data. We implemented changes on our wage claim forms to ask claimants to provide the information. We further chose to define “program participants” as those individuals filing a wage claim with the department.

Using these definitions, the Agency has identified the following programs and program participant populations for analysis:

Individuals filing a claim under the Illinois Minimum Wage Act and Wage Payment and Collection Act.

For the July 2022 statistical report, the Department had no information to provide as we had not begun collecting information yet. Since that time the department developed a form for claimants to voluntarily fill out when filing a claim under the Illinois Minimum Wage Act and Illinois Wage Payment and Collection Act. The Department began collecting information on December 29, 2022.

¹ Programs with anonymous reporting of violations, those which utilize tele-help lines, and regulatory/licensure programs have been excluded from this definition.

In the coming year, the Illinois Department of Labor will utilize the Office of Equity's guidance to further expand data collection in other major programs where we interact with claimants. IDOL will work with the Department of Innovation and Technology and the Governor's Office of Management and Budget in the coming months to streamline its data collection and collect the relevant data from major program participants.

As the State works to implement the Act, the department data stewards, information and technology staff, and diversity, equity, and inclusion leaders will work with the Department of Innovation and Technology and the Governor's Office of Management and Budget to analyze currently catalogued data, identify data gaps, and determine how to collect demographic information. Ultimately, we hope to provide valuable data and analysis that will be meaningful and inform program design and policy-making endeavors.

Respectfully,

A handwritten signature in black ink, reading "Jane R. Flanagan". The signature is written in a cursive style with a long horizontal line extending to the right from the end of the name.

Jane R. Flanagan
Director, Illinois Department of Labor