



Date: 6/30/23

To: Honorable Members of the Illinois General Assembly

From: Raven A. DeVaughn, Director, Department of Central Management Services (CMS)

Re: Data Governance and Organization to Support Equity and Racial Justice Act Section 20-15(a) Report

This report is issued pursuant to the provisions of Section 20-15(a) of the Data Governance and Organization to Support Equity and Racial Justice Act ("the Act") (20 ILCS 65/20-1). The Act requires CMS to report statistical data on the racial, ethnic, age, sex, disability status, sexual orientation, gender identity, and primary or preferred language demographics of program participants for each major program the CMS administers.

Introduction

In the first Annual March Data Governance and Organization to Support Equity and Racial Justice Act Report, CMS identified the following "major program" and corresponding participant populations for analysis:

- Bureau of Personnel's Personnel Examining and Eligibility Requisition System (PEERS) database of all current code-covered State employees

For each major program identified in the CMS March 2022 report, this report will provide statistical data where available for each of demographic dispositions enumerated in the Act: race, age, sex, disability status, sexual orientation, gender identity and primary or preferred language.

Section 20-15(e) of the Act states "if the Board or Department is unable to begin reporting the data required by subsection (a) by July 1, 2022, the Board or the Department shall state the reasons for the delay under the reporting requirements." As of the date of this report CMS was unable to begin reporting the following data.

- Sexual Orientation
- Gender Identity
- Subcategories of race and ethnicity (some other race alone, two or more races)
- Subpopulations of primary or preferred language

Change Management Efforts and Potential Challenges

Since the initial progress report, CMS has outlined technical and paper process changes required to streamline data collection and reporting on major program participants. CMS and DoIT are partnering on large scale Human Capital Management (HCM) implementation designed to overhaul much of the personnel data collection to automate the Bureau of Personnel's processes. This PEERS-successor project will collect the data noted above, with an expected completion date in late 2023 for the first phase and 2024 for the second phase.

Methodology

The information contained in this report is based solely on the data reported to the provided by program participants and collected by programming personnel for the various major programs. The data provided by program participants has not been audited for completeness and quality, therefore, no baseline for comparison has been established.

For the purpose of this report, program participants are defined as "Individuals detailed in the Governor's Office of Management and Budget's (GOMB) existing Illinois Performance Reporting System (IPRS) programs based at CMS and collecting individual data from a primary (as opposed to second-hand) and mature (as opposed to in-development) system with a historical record of collecting demographic information." The program participants count is the number of distinct individuals that have been identified as program participants regardless of demographic category.

The data included in this report are collected from the personnel mainframe system using the query titled "PER.PPCS.MV.CMS.EEOC." This specific extract was made on June 1, 2023. This query is developed and supplied by DoIT staff to CMS monthly. The race, ethnicity, sex, and age data originate from personnel form CMS-2. The language data is based on position data from the CMS-104 Position Description and disability status data is based on a survey completed by Equal Employment Opportunity (EEO) officers.

Race and Ethnicity

The Act provides that CMS "shall use the same racial and ethnic classifications for each program." 20 ILCS 65/20-15(a). The enumerated classifications are:

- (1) American Indian and Alaska Native alone.
- (2) Asian alone.
- (3) Black or African American alone.
- (4) Hispanic or Latino of any race.
- (5) Native Hawaiian and Other Pacific Islander alone.
- (6) White alone.
- (7) Some other race alone.
- (8) Two or more races.

The Act further allows for CMS to "further define the racial and ethnic categories[.]" The CMS program described in this report does not use any additional categories, but, as detailed above, does not yet include all of the above categories. The plan for including those categories is described in the above section on change management.

The Act further states that if

“a program administered by the Board or the Department is subject to federal reporting requirements that include the collection and public reporting of statistical data on the racial and ethnic demographics of program participants, the Department may maintain the same racial and ethnic classifications used under the federal requirements if such classifications differ from the classifications listed in subsection (a).”

As CMS is required to comply with federal reporting requirements associated with the PEERS dataset, CMS has provided information relating to race/ethnicity and sex using the below categories. Note that CMS intends to follow the Governor’s Office of Equity’s guidance with obtaining additional categories and, if necessary and appropriate, consolidating those categories into federally required categories. These changes would be made during the HCM implementation process.

Race/Ethnicity: Provided to the federal Equal Employment Opportunity Commission (EEOC) as part of the EEO-4 reporting requirement. Definitions are as follows:

- Hispanic or Latino - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black or African American (Not Hispanic or Latino) - A person having origins in any of the black racial groups of Africa.
- Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands
- Asian (Not Hispanic or Latino) - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.
- American Indian or Alaska Native (Not Hispanic or Latino) - A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.
- Two or More Races (Not Hispanic or Latino) - All persons who identify with more than one of the above five races (White, Black or African American, Native Hawaiian or Other Pacific Islander, Asian, American Indian or Alaska Native).

Note: Any changes to include Office of Equity categories such as Middle East or North African would be evaluated in the context of the federal requirements before being “rolled up” (after consultation with the Office of Equity) into the federal categories. CMS will also investigate the appropriate use of an “other” category if available and appropriate. Any such changes will be incorporated through the above-mentioned HCM change management processes

Sex: Provided to the EEOC as part of the EEO-4 reporting requirement. This report inquires after those who identify as “male” or “female.”

Note: Any changes to include Office of Equity categories such as intersex would be evaluated in the context of the federal requirements before being potentially excluded (after consultation with the Office of Equity) from the federal categories. CMS will also investigate the appropriate use of an “other” category if available and appropriate.

Any such changes will be incorporated through the above-mentioned HCM change management processes.

Statistical Data

Note: A blank space indicates the data is not collected. A zero indicates it is collected, but that there were no responses. An “x” indicates that there were fewer than ten respondents whose identities might be revealed by giving a distinct count and are therefore masked.

Race

Program Participants	American Indian/ Alaska Native	Asian/ Asian American	African American /Black	Native Hawaiian and Other Pacific Islander	Middle Eastern/ North African	White/ European American	Some Other Race Alone	Two or More Races	No Race Specified	Other Category not specified
44,707*	196 .44%	1,405 3.14%	9,860 22.05%	24 .05%		29,921 66.93%				

*Because the methodology includes Latinx/Hispanic alongside race/ethnicity, those individuals are included in “total Program Participants” in this table.

Ethnicity

Program Participants	Latino/Latina/Latinx/Hispanic
44,707	3,301 7.38%

Age

Program Participants	18 and under	19-24	25-34	35-44	45-54	55-64	65+
44,707	12 .03%	856 1.91%	7,946 17.77%	11,760 26.30%	13,613 30.46%	8,738 19.54%	1,780 3.98%

Sex

Program Participants	Female	Male
44,707	22,734 50.85%	21,973 49.15%

Disability Status

Disability Status	Program Participants
Respiratory impairment	1,000
Mental disorder	303
Deaf/hearing impairment	330
Orthopedic impairment	559
Nervous system disorder	171
Blind/Visual impairment	146
Cardiovascular disorder	73
Other category not specified	X

Sexual Orientation

N/A

Gender Identity

N/A

Primary or Preferred Language

Primary Language	Program Participants**
Spanish	1,481
Polish	40
Chinese (including Mandarin, Cantonese)	X
Tagalog (Including Filipino)	0
Hindi	X
Arabic	14
Italian	X
Korean	X
Manual communication	311
Russian	X
Serbo-Croatian	X
Ukrainian	X
Vietnamese	X
Braille	12
French	X
Total	1,890

**Data only reflects individuals in positions associated with additional language skills.

Conclusion

This report is transmitted on behalf of Director Raven A. DeVaughn. For additional copies of this report or more specific information, please contact Patrick Nolan, Chief of Staff (Patrick.Nolan@illinois.gov).