



## 102ND GENERAL ASSEMBLY

### State of Illinois

2021 and 2022

SB1765

Introduced 2/26/2021, by Sen. Christopher Belt

#### SYNOPSIS AS INTRODUCED:

20 ILCS 405/405-123 new

Amends the Department of Central Management Services Law of the Civil Administrative Code of Illinois. Provides that each State agency shall establish the goal of increasing diversity on interview panels in order to increase State employment opportunities provided to women, minority persons, and persons under specified employment plans. Provides that each State agency shall use in the interview process, if possible, persons that are representative of specified persons if the interview being conducted meets specified criteria. Requires each State agency to submit an annual report to the Department of Central Management Services. Provides for the content of the report.

LRB102 11550 RJF 16884 b

1 AN ACT concerning State government.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The Department of Central Management Services  
5 Law of the Civil Administrative Code of Illinois is amended by  
6 adding Section 405-123 as follows:

7 (20 ILCS 405/405-123 new)

8 Sec. 405-123. State agency interview panel diversity.

9 (a) Each State agency shall establish the goal of  
10 increasing diversity on interview panels in order to increase  
11 State employment opportunities provided to women, minority  
12 persons, and persons to which the goals of the following  
13 programs apply: (i) the African American Employment Plan; (ii)  
14 the Hispanic Employment Plan; (iii) the Asian American  
15 Employment Plan; (iv) the Native American Employment Plan; and  
16 (v) the requirements concerning employment of bilingual  
17 persons.

18 (b) Each State agency shall use in the interview process,  
19 if possible, persons that are representative of the persons  
20 specified under subsection (a) if the interview being  
21 conducted meets the following criteria:

22 (1) the hiring State agency implements an interview  
23 panel for the position consisting of 3 or more hiring

1 personnel; or

2 (2) the hiring State agency implements a multi-round  
3 interview process consisting of 2 or more rounds for the  
4 position.

5 (c) Each State agency shall submit an annual report to the  
6 Department of Central Management Services concerning its  
7 actions under this Section, and the Department shall report  
8 annually on these actions through the employment plans  
9 specified under subsection (a). The report shall include the  
10 following:

11 (1) the number of applicants that were interviewed  
12 that are representative of the persons and employment  
13 plans specified under subsection (a);

14 (2) the number of interviews in which the hiring  
15 personnel and the applicant were both representative of  
16 the persons or employment plans specified under subsection  
17 (a); and

18 (3) the number of applicants that met the criteria of  
19 the persons and employment plans specified under  
20 subsection (a) that were hired by a State agency.

21 (d) The requirements of this Section shall not apply to  
22 State employment for job titles that are classified as  
23 Rutan-exempt, or for which political considerations may be  
24 taken into account when hiring personnel.