



State of Illinois
Department of Central Management Services

ASIAN AMERICAN

FY2020 Employment Plan Report



July 1, 2019 – June 30, 2020

Purpose of this Report

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

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

In accordance with 20 ILCS 405/405-120, the Illinois Department of Central Management Services submits the following report to the Illinois General Assembly on or before February 1, 2021.



Letter from Janel L. Forde, CMS Director

To the Esteemed Members of the General Assembly:

Diversity, equity and inclusion continues to be a pinnacle opportunity for growth in all areas of state government. This sentiment is even more present and true now more than ever before. Illinois has an opportunity and a responsibility to ensure that people's government is indeed a reflection of the rich, diverse populations who make up this great state of Illinois.

The latest State employment insights show that the percentage of total Asian American employees in Illinois State government has decreased slightly from FY19 to FY20, from 5.13% (1,273) to 5.09% (1,271). There is work to be done to further grow the employee population. Another important trend revealed through data, specifically among Asian American personnel, is the increase in Asian American women who accounted for more than half of the new hires in FY2020. These are just a few insights that are included in this report as well as a detailed breakdown of Asian American employee representation by agency.

This year, CMS became more engaged with members of the Asian American Employment Plan Advisory Council. I hosted a virtual session with the chairs of each Employment Plan Council (Councils), including Chair Nimish Jani, to learn more about their work in our communities and their vision as members on these councils. The Councils have been good partners and we look forward to continuing the partnership and learning from their leadership to help us with our hiring goals and initiatives to increase the Asian American representation in our government's workforce. I would like to thank all of the Asian American Employment Plan Council members for their passionate commitment to the State and contributions to this report.

Calendar year 2020, proved to be unconventional. Coronavirus/COVID-19 briefly apprehended business operations, however, the State responded in a resilient way. In-person job fairs and interviews transitioned to a virtual format. Most of the State's employees began working remotely and started adjusting to a "new normal." CMS took some important steps to ensure that we were able to remain connected to our agency partners. As a result, CMS launched, in July, a Statewide Recruitment Call for all agency recruiters and/or human resources personnel. This call was in addition to the daily then weekly Personnel Officer's call which also provided an opportunity to discuss more outreach and recruitment strategies. The monthly, virtual calls are a way for CMS to not only share information about the ever-changing hiring processes, but also to talk about challenges and seek assistance for their respective diversity recruitment efforts.

The Illinois Department of Central Management Services stands firm and committed to ensuring that our personnel operations are equitable. We look forward to working more closely with you as we endeavor on this journey to fostering an inclusive and diverse working environment within the State of Illinois.



Sincerely,
Janel L. Forde
Director, Illinois Department of Central Management Services

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I. Executive Summary and Key Takeaways

Ensuring that Illinois' workforce reflects its unique, diverse populace is important. Diversity, equity and inclusion remains paramount and a top priority to the Illinois Department of Central Management Services (CMS).

Since last year's Employment Plans were filed, the State of Illinois (State) has made progress with initiatives connected to enhancing the current and piloted hiring process as well as the in-development, human capital management (HCM) system. The implementation has occurred in phases. Currently, CMS has dramatically improved the hiring process time with cycles averaging just 45 days for merit compensation positions, compared to the pre-reform averages of 330 or more. The goal is to move forward to full implementation over the course of 2021 as the HCM is fully brought online and leverages Success Factors, a more advanced tool for applicant data collection. This hiring reform process is transforming our process from a paper exchange to an electronic process. This change provides CMS with real time data tracking capabilities that will allow for the opportunity to be more strategic, timelier, and intentional in our diverse recruiting and outreach efforts moving forward.

CMS continues to partner with the Asian American Employment Plan Advisory Council (Council) members. The Council has been an integral part in developing a recruitment strategy for 2021 that will help the State be a better option for Asian American job seekers at all levels.

Whereas the State still has an opportunity to make significant advancement in hiring Asian American employees, below are a few insights from the FY20 report data:

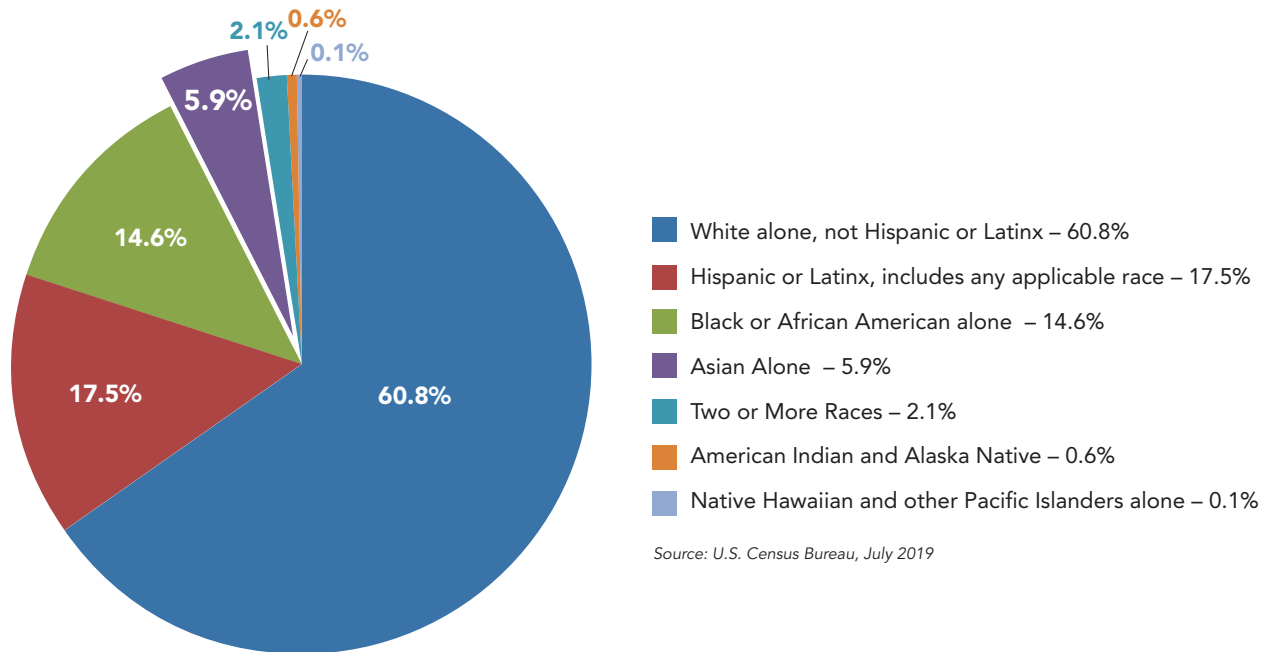
- Asian Americans reflected in the State government workforce is relatively on par with Asian American representation within the State. The Illinois population (of those who identify with a single race) is 5.9% Asian American.¹ The percentage of Asian Americans working for the State of Illinois did decrease slightly from FY19 to FY20, from 5.13% to 5.09%, respectively.
- During FY20, 2.4% of new hires processed were Asian American.
- During FY20, 3% of new Asian American hires were for senior roles

Even with updated processes and systems which are currently in place, CMS recognizes that there is still an opportunity to really strengthen internal and external relationships to expand the representation of Illinoisans in Asian American communities statewide. This employment plan will offer a look into the State's current hiring landscape and identify opportunities and solutions that will help in continuing this administration and CMS' commitment to ensuring that this state's government workforce is reflective of the rich diversity of the people it serves. It will identify the next steps and the important relationships that are needed to improve hiring and provide the equity needed for Asian American Illinoisans.

¹Source: US Census, July 1, 2019: <https://www.census.gov/quickfacts/IL>

II. New Hires, Senior Hires and Hires by Agency

As the State's 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 44,000 people who make up the State's workforce.



Illinois' Government Workforce Representation for Asian Americans Reaches Parity Compared to Overall Population Representation

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. In 2019, Illinois reported an overall population total of about 12.6 million. That was a decrease of roughly 48,000 people from the year prior in 2018 (12.7 million total), a difference of -0.9%.

While the overall population decreased, diverse population groups continued to experience growth. The chart above illustrates the diverse population groups represented in the State. The Asian American population in Illinois is 5.9% or about 743,400 people.² The State strives to achieve representation parity within its workforce, and most recent data collected by CMS shows that parity is achieved, relative to the percentage of the Asian American population in the State. The State's employment insights show that the percentage of total employees who identify as Asian American decreased slightly from FY19 to FY20, from 5.13% (1,273) to 5.09% (1,271).

²Source: US Census, July 1, 2019: <https://www.census.gov/quickfacts/IL>

Asian American New Hire Profile

During FY20, 2% (101) of new hires onboarded identified as Asian American. Three percent (3) of the new Asian American hires onboarded in FY20 were senior (exempt employees, positions appointed by the Governor). 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 FY19, there were a combined 92 Asian Americans in both categories, compared to 85 for the same in FY20, which was a slight decrease.

As for gender comparisons, Asian American women counted for most of the newest hires of all Asian Americans in FY20. Fifty-five percent or (55) of new Asian American employees onboarded were female hires, which was slightly lower than the 56% of non-Asian American women who were newly hired. Totally, as of the end of FY20, 51% (648) of Asian American State employees were women, compared to 48% of other State employees. This number has decreased slightly from FY19.

Of the new Asian American hires for FY20, there were 1% (1) who were also veterans, lower than the 11% for non-Asian American new hires. As of the end of FY20, a total of 4.3% (54) of Asian American State employees were veterans, compared to 17% of other State employees. This number has decreased from FY19, when 4.8% (61) of Asian American employees were veterans.

What the data indicates is that Asian American representation is moderate, however, there is an opportunity to do better. More representation among senior exempt hires and veterans are areas for strategic attention. Also, there is an opportunity for helping specific agencies who have little to no Asian American representation develop more strategic approaches to connect with Asian American candidates. Steps to help better present State career opportunities to Asian American are further outlined in this report.

Hires by Agency

The next charts provide a look at how Asian American employees are represented by agencies according to data collected by CMS in FY20 (July 1, 2019 – June 30, 2020).

Representation of New Asian American Hires by Agency in FY20

Note: Chart is organized in ascending order by number of Asian American new hires. Full chart is included in appendix.

AGENCY	NUMBER OF NEW Asian American EMPLOYEES (FY20)	TOTAL AGENCY NEW HIRES (FY20)	% OF NEW HIRES (Asian American)
Human Services	52	1,603	3.2%
Revenue	9	102	8.8%
Children and Family Services	7	259	2.7%
Innovation and Technology	5	60	8.3%
Employment Security	3	55	5.5%
Environmental Protection	3	45	6.7%
Veterans Affairs	3	120	2.5%
State Retirement Systems	2	11	18.2%
Aging	1	6	16.7%
Financial and Professional Regulation	1	45	2.2%

Representation of Total Asian American Employees in FY20 by Agency

Note: Chart is organized in ascending order by number of Asian American employee. Full chart is included in the appendix of this report.

AGENCY	Total Number of Asian Americans (FY20)	Total Agency Employees (FY20)	% Total Agency Employees (FY20)
Human Services	605	12,942	4.7%
Corrections	89	12,833	0.7%
Innovation and Technology	84	1,094	7.7%
Public Health	81	1,120	7.2%
Revenue	63	1,387	4.5%
Children and Family Services	55	2,589	2.1%
Healthcare and Family Services	43	1,538	2.8%
Employment Security	40	1,041	3.8%
Environmental Protection	39	594	6.6%
Veterans Affairs	30	1,192	2.5%
State Police	23	934	2.5%
Financial and Professional Regulation	19	385	4.9%



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.

Of agencies responding to the Employment Plan Survey, 13 reported having a liaison to the Asian American community. Thirty-one did not. Ten agencies reported having staff responsible for Asian American recruitment.

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

QUESTION	Total Asian Americans	Total Employees	% of Asian Americans
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2020?	124	4,788	2.6%
How many employees in your agency received tuition reimbursement in FY20?	25	3,224	0.8%
How many paid interns did your agency hire during FY20?	30	247	12.1%
How many interns did your agency hire during FY20 who worked in exchange for educational credit?	11	141	7.8%
How many interns did your agency hire during FY20 who were unpaid and did not work in exchange for educational credit?	4	54	7.4%

Employee Pipelines and Professional Development

There is an opportunity to increase partnerships with colleges, universities and other community organizations in an effort to attract more Asian American interns. Creating a pipeline for interns to gain practical experience through the State's existing various internship programs, such as its current partnerships with the University of Springfield, will only enhance the opportunities for future employment.

Community Improvement and Human Resources

CMS recognizes there is a prime opportunity to strengthen relationships with Asian American advocacy and career development organizations across the State. When asked, agencies responded having a total number of 18 Asian American employees responsible for recruitment and outreach efforts and 20 Asian American employees routinely included in selecting job candidates for interviews.

Opportunity to Improve or Enhance Recruitment efforts

In addition to taking a more centralized lead in assisting agencies with their recruitment efforts, CMS initiated a statewide recruitment call with agencies and has engaged the Asian American Advisory Council as participants with plans for more engagement with this group in FY21. This monthly call brings all state agency human resources plus outreach and recruitment teams together to discuss opportunities for reaching more diverse applicant pools. This statewide recruitment call is very important. It will continue to evolve as ideas, contacts, events, and resources are discussed and shared.

CMS' continued partnership with the Asian American council members is extremely important. Their expertise and guidance in creating awareness about employment opportunities with the State within Asian American communities will be extremely helpful in carving out specific outreach strategies and goals.

Other Action Items for FY21

- **Recruitment:** CMS will continue to work with the Asian American Employment Plan council to establish a strategic plan which will focus on the recruitment, hiring and retention of Asian American candidates by Q1 of CY21. This plan will be heavily focused on potential community partnerships with Asian American groups; including those Asian American ethnic-focused professional organizations within the State. The plan will also include a calendar of events to help better organize and track engagements throughout the year.
 - **CMS** will share formal plans and strategies with other agencies to help assist in these recruitment efforts. This will serve as a guide with suggested best recruitment practices of Asian Americans.
- **Hiring:** CMS is addressing the overall hiring process but will need to ensure that more interview panels are inclusive of Asian American employees. In addition to interview panels, CMS will work with the Asian American Council members to ensure a better process and reach for candidates throughout the state to ensure diversity in location is also accounted for to better serve Asian Americans statewide.
- **Internships:** Creating a pipeline funnel of great talent for State jobs begins with a strong internship foundation is important. The State currently has limited paid internship opportunities that can be utilized as a recruitment tool. CMS is committed to collaborating, with guidance from Employment Plan Councils and internal partners to increase reach for Asian American candidates for these internship opportunities.
 - **Other Internships:** Other agencies, including, CMS have unpaid internship opportunities which do allow students the opportunity to receive academic credit for their work. CMS will work to provide a guide or structure on this internship process to provide more to the program across all agencies who participate.
- **Retention:** CMS will work to organize an internal focus group of current Asian American employees in FY21 to listen to experiences and suggestions on the resources needed to support and compile responses for strategies that will help CMS create more of an inclusive work culture at the State.

III. Hiring Reform Update and Implementation

The Reformed Hiring Process

-  Reduce paper and utilize an online application process
-  Improve transparency & visibility
-  Reduce opportunities for bias
-  Decrease hiring time (35 - 45 days)
-  Align candidates more closely to positions
-  Increase the number of qualified & diverse candidates
-  Improve collaboration between CMS and agencies

Hiring reform is a priority of the Pritzker administration. The new hiring reform process has gone through multiple pilot sequences with multiple state agencies and is moving forward with full implementation in 2021. The implementation of the new process is coupled with the integration of all state agencies into a new Human Capital Management (HCM) system to fully automate all personnel management functions. The move to the new hiring process as well as the use of the new HCM system, SuccessFactors, is underway and will continue through to 2022.

These process and system improvements are a much-needed tool for the State to modernize hiring and to attract diverse candidates. The improved hiring process not only put the State in a position to expand candidate searches, but also addressed a dated system which did not prove to be an efficient process for the hiring of diverse candidates. The graphic above describes, at a high-level, the priority issues addressed in the new hiring reform process. In order for the State of Illinois to begin achieving parity in hiring diverse candidates, a focus on equity also became apparent.

With enhanced best practices and an electronic process on the way, CMS must make sure there is special attention placed to reach those communities which still experience a digital divide—with little to no access to broadband services. In the case of the Asian American community, CMS will outline an action item further in this report that will help illustrate the attention that will be given to this issue.

Job postings in the new hiring process are now available on more than 60 websites. Even the job descriptions have been reevaluated and feature more descriptive titles, addressing the frequent use of internal jargon that was not as familiar with external audiences. In addition to updated titles, bulleted descriptions help better summarize open vacancies and align candidates more closely to these positions. Another important part of the hiring process focused on the significant reduction of time allotted to the process. Before the implementation of the new hiring process, an average hiring cycle took upwards of more than 100 days to complete. Now, that time has decreased to an average of 45 days.

IV. Asian American Employment Plan

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

- the prevalence and impact of Asian American state employees
- the barriers faced by Asian 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 Asian American employees in state government

In FY20, the following community and industry leaders were part of the Asian American Employment Plan Advisory Council:



Nimish Jani (Chair) is a Trustee for the Township of Schaumburg, first being elected in 2013 and re-elected in 2017. Mr. Jani is a successful small business owner and 32-year resident of Schaumburg, Ill. Mr. Jani received his degree from Gujrat University in India, where he completed studies in marketing and journalism. Mr. Jani has assisted in recruiting, mentoring, and leading campaigns for candidates for local and state offices. Mr. Jani is a well-respected member of the community and enjoys helping people navigate entrepreneurial business cycles.



Ket Herena joined the Chinese Mutual Aid Association (CMAA) in 2017 and is the Assistant Manager. She is responsible for overseeing the Elgin office and manages the Home Care Services Program. In 2019 she launched the Golden Age Club, a social club to help keep seniors engaged with the community and with each other to mitigate social isolation. Her favorite thing about CMAA is building relationships with people. Over the last 20 years, Ket has led fundraising events and assisted refugees and immigrants with resettlement needs such as medical care, citizenship, and education.

Being an immigrant herself, Ket is very driven to give back to the regional community. Seven years ago, she co-founded the Multicultural Educational Outreach Group (formerly known as Lao Youth Summer Camp) which benefits school-age children by providing summer camp and youth leadership programs. Ket grew up in Elgin. She is a recognized and trusted leader in the Elgin area with strong relationships with her community.



Nasir Jahangir is committed to building an equitable representation of Asian American employment within numerous State of Illinois agencies through the works of the Council. In addition to being a veteran of the United States Air Force, Nasir has been a realtor since 2004 and associate broker with a brokerage in the Western suburbs, mainly focused in residential and some commercial real estate. Council member Nasir Jahangir joined in 2013, however his involvement in civic engagement and community empowerment with the South Asian community throughout DuPage

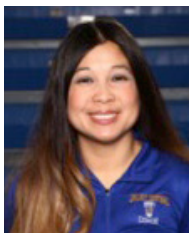
County and the Western/Northwest suburbs dates back to the early 2000's. He is also a board member of the Illinois Muslim Civic Coalition, in addition to serving in various capacities in local, township and county organizations over the years.



Kalpesh Joshi owns and operates hotels under the Motel 6 and Tru by Hilton brands and has been a hotelier for 16 years. Joshi has served as Upper Midwest Regional Director for the Asian American Hotel Owners Association (AAHOA) for the last five years, is a member of the AAHOA 2020-2021 Franchise and Industry Relations Committee and has served on the G6 Hospitality (Motel 6/Studio 6) Owners' Advisory Council since 2012. A self-made, first-generation hotelier, Joshi is an active leader in the Indian community of greater Chicago. He is past-president of Care and Share USA Inc., past-vice president of the Federation of Indian Associations - Chicago and served on the board of directors of the Midwest Asian American Center. A key supporter of efforts to increase political action within the Indian American Community, Joshi has liaised with the Chicago mayor and Illinois governor's offices, served on statewide advisory committees and participated in bipartisan fundraising efforts pro-business, pro-Indian American community candidates.



Abin Kuriakose currently serves as Director of ChicagoNEXT, for World Business Chicago, where he manages the technology and innovation portfolio for the City of Chicago's economic development organization. Previously, he served as Deputy Chief of Staff, Policy Director, and Community Affairs & Engagement Director for the Cook County Board of Commissioners (10th District), where he was the managing staffer for the Cook County Board's Workforce, Housing, and Community Development Committee and Pension Committee. Abin previously served as senior advisor for the Chicago City Council Asian American Caucus. He's a 2018 CLA Fellow of the University of Chicago and a Young Leaders Council member of the Millennial Action Project. In 2017, Abin was recognized as one of "35 under 35 Young Leaders Making an Impact" by Chicago Scholars.



Lisa Luangsomkham has been teaching high school social studies for 20 years at Joliet Central High School. She is also an active executive officer of the Multicultural Education Group, a non-profit community organization established in 2013 and based in the Elgin area. Since arriving to the U.S. as a refugee from Laos in 1983, she has always lived in Joliet along with her husband and 5 children.



Grace Chan McKibben is Executive Director of the Coalition for a Better Chinese American Community. Over the past 25 years, Grace has held senior level positions in many diverse organizations including The University of Chicago, Illinois Department of Employment Security, LaSalle Bank, Chinese American Service League, SOS Children's Villages, Common Cause Illinois, Chicago Gay Men's Chorus, and Indo-American Center. In these roles, she created numerous programs that focus on bringing communities together and amplifying the voices and influence of marginalized communities. She has also maintained a freelance consulting practice in translation and language research and owns a consulting company that provides fundraising and communications services. Grace has served on numerous boards and commissions over the years. Grace has a Master of Business Administration from Keller Graduate School of Management, as well as a Master of Arts and a Bachelor of Arts from The University of Chicago.



Dennis Modero is a first-generation immigrant born in the Philippines and moved to the Uptown neighborhood of Chicago in 1971. He received his bachelor's degree in English from the University of Illinois at Urbana, his law degree from Indiana University at Bloomington, and his Master's of Law degree in Real Estate from John Marshall Law School. Modero is Executive Director of Chinese Mutual Aid Association (CMAA). After some time practicing commercial real estate law, Dennis later joined the City of Chicago as Chief Counsel for the Department of Buildings, then subsequently held positions as Deputy Buildings Commissioner, Deputy Chief of Staff for the Chicago Transit Authority (CTA), and Senior Vice President & Chief Administrative Officer for the CTA. Modero also sits on a host of other boards and community advisory councils including Illinois State Comptroller Susana Mendoza's Advisory Collective and was a member of Chicago Mayor Lori Lightfoot's transition team, on the Public Safety Council.



V. Governing Authority

Civil Administrative Code

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

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

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



VI. Data Sourcing, Methodology and Appendix

Note: Chart is organized in ascending order by number of Asian American new hires.

Representation of New Asian American Hires by Agency in FY20 (Full Graph)

AGENCY	NUMBER OF NEW Asian American EMPLOYEES (FY20)	TOTAL AGENCY NEW HIRES (FY20)	% OF NEW HIRES (Asian American)
Human Services	52	1603	3.2%
Corrections	9	981	0.9%
Revenue	9	102	8.8%
Children & Family Services	7	259	2.7%
Innovation & Technology	5	60	8.3%
Employment Security	3	55	5.5%
Environmental Protection	3	45	6.7%
Healthcare & Family Services	3	177	1.7%
Veterans Affairs	3	120	2.5%
State Retirement Systems	2	11	18.2%
Aging	1	6	16.7%
Fin & Prof Reg	1	45	2.2%
Labor	1	14	7.1%
Public Health	1	62	1.6%
Transportation	1	113	0.9%

Chart only includes agencies which hired Asian Americans (27 agencies excluded).

Reresentation of Total Asian American Senior Hires in FY2020 by Agency

AGENCY	Toal Number of Senior Asian Americans (FY20)	Total Agency Employees (FY20)	% Total Agency Employees (Asian Americans FY20)
Aging	1	1	1%
Financial and Professional Regulation	1	31	3.2%
Human Services	1	1,530	.06%

Representation of Total Asian American Employees in FY20 by Agency (Full Graph)

Note: Chart is organized in ascending order by number of Asian American new hires.

AGENCY	Total Number of Asian Americans (FY20)	Total Agency Employees (FY20)	% Total Agency Employees (FY20)
Human Services	605	12,337	46.7%
Corrections	89	12,744	.69%
Innovation and Technology	84	1,010	7.6%
Public Health	81	1,039	7.2%
Revenue	63	1,324	4.5%
Children and Family Services	55	2,534	2.1%
Healthcare and Family Services	43	1,495	2.7%
Employment Security	40	1,001	3.8%
Environmental Protection	39	555	6.5%
Veterans Affairs	30	1,162	2.5%
State Police	23	911	2.4%
Financial and Professional Regulation	19	366	4.9%
Transportation	15	3,731	.40%
Natural Resources	12	1,147	1%
Insurance	8	193	3.9%
Central Management Services	7	854	.81%
Workers Compensation Commission	7	105	.06%
Emergency Management Agency	6	62	.08%
Juvenile Justice	6	883	.67%
State Retirement Systems	6	91	.06%
Capital Development Board	4	31	.11%
Commerce and Economic Opportunity	4	225	1.7%
Agriculture	3	306	.97%
Gaming Board	3	152	1.9%
Criminal Justice Authority	3	46	6.1%
Labor	3	69	4.1%
Arts Council	2	12	14%
Guardianship and Advocacy	2	99	.19%
Human Rights Department	2	110	1.7%
Aging	1	133	.74%
Independent Tax Tribunal	1	NA	NA
Investment Board	1	2	33.3%
Labor Relations Board	1	11	.08%
Law Enforcement Training and Standard Board	1	22	.04%
Lottery	1	146	.68%
Military Affairs	1	128	.77%

The following agencies reported no Asian American employee representation:

- Civil Service Commission
- Commerce Commission
- Deaf & Hard of Hearing Commission
- Development Disabilities Council
- Human Rights Commission
- Illinois Torture Inquiry Relief Commission
- Lincoln Presidential Library and Museum
- Labor Relations Board (Educational)
- Pollution Control Board
- Prisoner Review Board
- Property Tax Appeal Board
- Racing Board
- State Fire Marshal
- State Police Merit Board

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

Regarding current employee statistics, data on Fiscal Year employees of the State of Illinois are based on a snapshot query of current employees as of July 1 of the year in question. 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.

Regarding hiring statistics, these data include only those individuals whose hiring meet the Bureau of Personnel's New Hiring Criteria and whose hiring was processed during FY20. 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. Hires for senior roles are defined as those roles where the employee status is "F" and the position exempt code is "1" or "3."

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