Report to the 104th General Assembly

2026 Artificial Intelligence Video Interview Act Report

June 2026

State of Illinois

Department of Commerce and Economic Opportunity (DCEO)

BACKGROUND

Pursuant to 820 ILCS 42/20, the Illinois Department of Commerce and Economic Opportunity ("DCEO" or "Department") collects and analyzes demographic data related to the use of artificial intelligence in video interviews by employers in the state. The statute requires employers who rely solely on AI analysis to determine whether an applicant proceeds to an in-person interview to annually report the demographics of applicants who were and were not selected for further interviews, and those who were hired. This information must be submitted to the Department by December 31 of each year, covering the 12-month period ending November 30. The Department is required to analyze the data and report to the Governor and General Assembly by July 1 on whether the use of artificial intelligence in the hiring process reveals any evidence of racial bias.

SUMMARY

When an employer relies solely upon an artificial intelligence analysis of a video interview to determine whether applicants will be selected for an in-person interview, the Artificial Intelligence Video Interview Act requires employers to report to DCEO demographic data on those applicants. No such data was reported to DCEO for the 12-month period ending November 30, 2025.