State of Illinois
Illinois Department of Central Management Services

STATE OF ILLINOIS
2017

African American
Employment Plan

Respectfully submitted to the Illinois General Assembly
by Central Management Services

APPENDICES

Appendix 1

Letter from Acting Director Hoffman

CMS

ILLINOIS Bruce Rauner, Governor
DEPARTMENT OF CENTRAL MANAGEMENT SERVICES
Michael M. Hoffman, Acting Director

February 1, 2017

Dear Agency Director:

Enclosed please find an electronic copy of the 2017 State African American Employment Plan, which the Department of Central Management Services is required to prepare and submit to the General Assembly, reporting each agency's activities in implementing the plan.

Outlined in the body of this report you will find information on the status of the African American workforce of individual agencies, as well as their accomplishments in meeting the objectives of this important legislation.

There are many benefits of having a diverse workforce, but perhaps the most significant is so State agencies can provide better services more efficiently to the public. Therefore, I strongly encourage your agency to continue to build upon your Affirmative Action and Equal Employment Opportunity goals by placing emphasis on recruitment, hiring, training, retention and promotion of African American employees. As this report shows, much progress has been made during Governor Rauner's Administration, and we look forward to witnessing continued efforts to increase the diversity of our State workforce.

Please share this plan with your senior management staff, including your HR Director, AA/EEO Officer and Recruitment Manager. This plan may also be accessed electronically at the CMS Diversity Enrichment Program web page at http://www.work.illinois.gov/diversityenglish.htm.

By working together on this initiative, we can achieve the objectives outlined in the African American Employment Plan and better serve the people of our great state. If you have any questions or need additional information, please don't hesitate to contact Carlos R. Charneco at 312/814-0922 or Carlos.Charneco@illinois.gov.

Sincerely,

Michael M. Hoffman
Acting Director

715 Stratton Office Building, 401 South Spring Street, Springfield, IL 62706
Printed on Recycled Paper

Appendix 2

Illinois Department of Human Rights
Hiring Monitor and Promotion Monitor Forms

HIRING MONITOR

Name of Agency: _____ Candidate's Name: _____
City / County: _____ Position Number: _____
IDHR Region / (Facility): _____
EEO Job Category: _____ Bid Number: _____
Title of Job to be filled: _____ Date of Hire: _____

1. Is the EEO category underutilized? No If yes, indicate number for each group:

Women: _____ Black or African American: _____ Hispanic or Latino: _____

Asian: _____ American Indian or Alaskan Native: _____

Native Hawaiian or Other Pacific Islander: _____ People with Disabilities _____

2. Indicate: Race of person selected: (Choose One)

Sex: (Choose One) Veteran: Yes Disability: Yes

3. Number of individuals who applied or were on the list of eligible(s) _____

Total by Category	# Invited	# Interviewed	# Selected
Women			
Black or African American			
Hispanic or Latino			
Asian			
American Indian or Alaskan Native			
Native Hawaiian or Other Pacific Islander			
People with Disabilities			
Veterans			

4. If no candidates from any of the underutilized groups appeared on the list, what efforts were made in the last six months to assist in the recruitment of candidates?

5. If the category is underutilized and a member of an affirmative action group applied and was not hired, give a detailed explanation for the hiring decision.

6. Was the position posted? Yes

7. Name and position of person(s) who interviewed candidates.

8. Name and position of person(s) who recommended the selection of the candidate.

I have reviewed the eligibility list and: (Choose One) with this hire. Remarks on reverse side.

_____ _____
EEO/AA Officer Date

I approve of this hire

_____ _____
Chief Executive Officer Date

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

PROMOTION MONITOR

Name of Agency: _____ Candidate's Name: _____
City / County: _____ Position Number: _____
IDHR Region / (Facility): _____
EEO Job Category: _____ Bid Number: _____
Title of Job to be filled: _____ Date of Promotion: _____

1. Is the EEO category underutilized? No If yes, indicate number for each group:

Women: _____ Black or African American: _____ Hispanic or Latino: _____

Asian: _____ American Indian or Alaskan Native: _____
Native Hawaiian or Other Pacific Islander: _____ People with Disabilities* _____

2. Indicate the race and sex of person promoted: (Choose One) (Choose One)

3. Number of individuals who applied or were on the list of promotable(s): _____

Total by Category	# Invited	# Interviewed	# Selected
_____ Women			
_____ Black or African American			
_____ Hispanic or Latino			
_____ Asian			
_____ American Indian or Alaskan Native			
_____ Native Hawaiian or Other Pacific Islander			
_____ People with Disabilities			
_____ Veterans			

4. Did it change the employee's EEO Job Category? No
If yes, from what EEO job Category? (Choose One)

5. If the category is underutilized and a member of an affirmative action group applied and was not promoted give a detailed explanation.

6. Was the position posted? No

7. Name and position of person(s) who interviewed candidates.

8. Name and position of person(s) who recommended the selection of the candidate.

I have reviewed the eligibility list and: (Choose One) with this promotion. Remarks on reverse side.

_____ _____
EEO/AA Officer Date

I approve of this hire

_____ _____
Chief Executive Officer Date

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

DHR-20 (Rev. July 2015)

***For EEO Monitoring purposes.**

Appendix 3

Employment Plan Survey Results

*All agencies required to complete the survey did so. Some agencies that do not have positions covered by the Personnel Code requested to participate in the survey but are not required to. Those agencies are: Executive Ethics Commission, Office of the Executive Inspector General, and the Sentencing Advisory Council.

2017 State African American Employment Plan Survey

Agency: Aging

Director/Secretary: Jean Bohnhoff

Submitted: 11/28/2016 1:15:19 PM

Certification: I Agree

Individual Information: Melina Tomaras-Collins, HR Administrator/EEO Officer, 1 Natural Resources Way, Suite 100 Springfield, IL 62702, 217-785-3347, Melina.Tomaras-Collins@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

3	Officials and Managers
12	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

56	Officials and Managers
102	Professionals
9	Technicians
0	Protective Service Workers
5	Para-Professionals
8	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

156

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers

0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Agency met all of its AAP goals for FY16.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an increase of one Official/Manager and a decrease of one Professional African American employee due to an intra-agency promotion.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Agency remains in compliance by ensuring Rutan training and recertification of any employee involved in the selection process.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

3

Please list the position titles.

Sr. Public Service Administrator (1) Public Service Administrator (2)

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 16?

24

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Being at parity in the Agency's workforce, no specific activities were undertaken to increase the number of African-American employees. However, the Agency will continue to utilize the CMS posting system and follow the standards of the State hiring process and will also announce vacancies to agencies/organizations throughout the state to ensure the diversity of qualified

applicants.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

17

Please list the position titles.

Account Technician II Accountant Advanced Data Processing Assistant Executive I Information Systems Analyst I Information Systems Analyst II Office Associate Public Service Administrator Sr. Public Service Administrator

---

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Office Associate

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

26

How many of those were African American?

1

Please list position titles.

Accountant Accountant Advanced Administrative Assistant I Executive I Executive II - SS Office Associate Public Service Administrator Sr. Public Service Administrator Social Services Career Trainee Social Services Program Planner I and II Staff Development Specialist I

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

Please see #17. The Agency is also required to utilize the CMS Upward Mobility List when filling vacancies.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

14

How many of those were African American?

1

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Office of Human Resources follows all CMS and contract rules and regulations as well as Rutan standards of interview and selection.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

4

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Agriculture

Director/Secretary: Raymond Poe

Submitted: 11/30/2016 2:40:23 PM

Certification: I Agree

Individual Information: Linda Rhodes, EEO/ADA Coordinator, PO Box 19281, State Fairgrounds, Springfield IL 62794-9281, 217/524-9050, linda.rhodes@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
1	Professionals
14	Technicians
0	Protective Service Workers
2	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

0	Officials and Managers
1	Professionals
14	Technicians
0	Protective Service Workers
2	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

334

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
2	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

1 office/clerical position was filled externally; we went to an SD eligible list for this position; 1 technician was also filled off of an eligible list; 1 paraprofessional position is 4D1.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an increase in hiring 2 technicians and 1 professional

---

How many Human Resources staff does your agency have?

4

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Agency's EEO/ADA Coordinator sits in on all interviews and ensures staff are complying with rules and regulations. The EEO/ADA Coordinator prepares the Agency's Affirmative Action Plan in October of each year and goes over it in detail with Senior Staff and Bureau Chiefs.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

27

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Attended numerous career fairs. The Agency continues to post Meat and Poultry Inspector Trainee positions and Products and Standards Inspector Trainee positions. We have posted Office/Clerical positions where we have had to go to eligible lists on most of them. Hopefully African American candidates will be on these lists.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

23

Please list the position titles.

Meat & Poultry Inspector, SPSA, Products & Standards Inspector, Accountant, Administrative Assistant, Executive 2, Reproduction Service Technician 3, PSA, Office Associate, Ag Land & Water Resource Specialist Supervisor, Animal & Animal Products Investigator, Plant & Pesticide Specialist, Laboratory Associate 2

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

48

How many of those were African American?

4

Please list position titles.

Products & Standards Inspectors & Trainees, Meat & Poultry Inspectors & Trainees, Plant & Pesticide Specialist 1 & 2, Office Associate, SPSA, PSA, Warehouse Examiner, Agricultural Executive, Private Secretary 1, Accountant Supervisor, Veterinary Supervisor 1, Administrative Assistant 1

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

None

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

5

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Agency's EEO/ADA Coordinator sits in on all interviews and is involved when the Agency requests open competitive lists from CMS.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

A veteran's first; then all minorities next. We try and get as many minorities in for an interview as possible.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

13

How many were African American Veterans?

1

2017 State African American Employment Plan Survey

Agency: Arts Council

Director/Secretary: Tatiana Gant

Submitted: 11/1/2016 3:29:35 PM

Certification: I Agree

Individual Information: Romie Munoz, Director of Admin, 100 West Randolph #10-500, Chicago, IL 60601, 312-814-8250, Romie.Munoz@Illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

1 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

3 Officials and Managers
4 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

8

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The IACA monitors and reviews the Quarterly reports submitted to the Illinois Department of Human Rights. No positions were filled externally.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

NO

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

It is the responsibility of the Director of Administration who is also the Personnel Manager and EEO/AA Officer to comply with the mandates of the African American Employment Plan; also completes and submits the Agency's EEO/AA Plan to the Illinois Department of Human Rights and reviews with the Executive Director and Chief of Operations to determine underutilized positions.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

SPSA

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 16?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Agency did not have a budget for FY16 therefore there wasn't any activity. IACA completes the EEO/AA Plan and is reviewed by senior staff. After approval, senior staff is notified of any of

the underutilized categories if any. Quarterly reports are submitted to the Department of Human Rights.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

3

Please list the position titles.

Arts Council Program Coordinator (2) Information Services Specialist 2

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Arts Council Program Coordinator

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

Please list position titles.

NA

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

The Upward Mobility Program is available.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The IACA is not underutilized in minority categories. The Personnel Manager and the EEO is the same person.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Veterans Preference take priority. If there aren't any Veterans on the list, then all grouping of A's are next also determining underutilization if any.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

NA

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No, However, Yazoo Hall our Chief of Operations/CFO will work with the community when needed.

Title: SPSA

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

As executive staff, will have input in recommendations.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Capital Development Board

Director/Secretary: Jodi Golden

Submitted: 11/29/2016 5:00:15 PM

Certification: I Agree

Individual Information: Debbi Denzler, Personnel Administrator, 401 S. Spring St, 3rd Floor, Springfield, IL 62706, 217-782-7222, Debbi.Denzler@Illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

2	Officials and Managers
9	Professionals
0	Technicians
0	Protective Service Workers
5	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

20	Officials and Managers
74	Professionals
10	Technicians
0	Protective Service Workers
5	Para-Professionals
40	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

122

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
2	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

In FY16 CDB had 11 new hires, of those 0 were African American. One African American was promoted to the position of Regional Manager. One African American separated from the agency. CDB continues to try to increase diversity through the hiring process whenever possible. Because of union and personnel code requirements, it is not always possible to address underutilization through the hiring process.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

In Fy15 there were no changes in the following categories: Official/Administrator, Technicians & Office/Clerical. There were 2 separations in the professional category, 1 new hire & 1 promotion in the paraprofessional category. In FY16 there were no changes in the following categories: Official/Administrator, Technicians, Paraprofessionals, Administrative Support. There was 1 promotion & 1 separation in the professional category.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

According to the previous Personnel Administrator all administrative staff responsible for the hiring process understand the importance of adhering to the African American Employment Plan. The agency was creating a Model Recruitment plan to formalize the steps the agency takes when filing a position to confirm adherence to all legislative mandates; however, I have not located that information. As the new Personnel Administrator any training or materials that you have that I can share with staff would be most helpful in ensuring we meet this goal.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

Deputy Director of Operations Regional Manager

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

3

How many Rutan panel interviews were conducted during FY 16?

3

In how many Rutan panel interviews did African American interviewers participate?

3

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Postings are shared with groups such as the National Organization of Minority Engineers, the Illinois Chapter of Nation Organization of Minority Architects, the CMS Diversity Enrichment Program Manager and the Department of Human Rights. Positions filled in FY16 were a diverse range including but not limited to Office Specialist, Project Managers, Technical Specialist, Capital Planning Administrator & Deputy General Counsels. No hires in these positions were African American.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

19

Please list the position titles.

Public Service Administrator, Deputy General Counsel, Asst Deputy General Counsel, Office Specialist, Senior Technical Specialist, Senior Project Manager, Information Systems Analyst II & III, Contract Executive, Regional Manager, Capital Program Analyst Trainee, Internal Auditor I, Executive Secretary I.

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Senior Project Manager

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

11

How many of those were African American?

0

Please list position titles.

Office Specialist, Capital Planning Administrator, Project Managers, Technical Specialist & Deputy General Counsels.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

Eligible employees may participate in the Upward Mobility Program. In addition, CDB provides tuition reimbursement and paid training to all employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

2

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

4

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

It is difficult to address underutilization during the open competitive hiring process. All veterans, regardless on race, must be given equal opportunity to interview for open positions. If the veteran's list is exhausted, the agency generally requests a random sample of candidates from the list in order to remain in compliance with personnel rules/regulations. CDB would welcome changes that would allow more flexibility in the hiring process in order to address areas of minority underutilization.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Once the blind list is received, the number of candidates on the list is evaluated. From there, every 10th name is circled and requested from CMS. More names are selected in the same manner, if needed.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None have been provided or recommended to my knowledge.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

1

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Central Management Services

Director/Secretary: Michael M. Hoffman

Submitted: 12/6/2016 9:23:35 AM

Certification: I Agree

Individual Information: Fred V. Stewart, II, EEO/AA Officer, 401 S. Spring St., Suite 720, Springfield, IL 62706, (217) 558-6713, fred.stewart@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

18	Officials and Managers
49	Professionals
6	Technicians
1	Protective Service Workers
11	Para-Professionals
5	Office and Clerical
9	Skilled Craft Workers
25	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

307	Officials and Managers
449	Professionals
66	Technicians
11	Protective Service Workers
55	Para-Professionals
37	Office and Clerical
339	Skilled Craft Workers
137	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,401

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
1	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

CMS' underutilization of African Americans improved slightly from 2015, in that at the end of the fiscal year 2016, we had an underutilization of 2 (one Office and Clerical, and one Skilled Craft Worker). At the end of FY 2015, we were underutilized 4 Skilled Craft Workers.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

As with any year, because of retirements, discharges, and transfers to other agencies, the number of Officials and Administrators went from 20 to 18; Professionals went from 45 to 49, Technicians were from 11 to 6, Para-Professionals went from 9 to 11, Office and Clerical went from 4 to 5 and Service-Maintenance employees went from 19 to 25.

How many Human Resources staff does your agency have?

0

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO Officer requests promotional and eligibility lists for all hiring and promotional monitors with the exception of RUTAN exempt hires and promotions. The EEO Officer won't concur with a hire/promotion with the promotion or eligibility lists when one exists. No training was conducted. Discussions with senior staff have occurred when needed.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

19

Please list the position titles.

Assistant Director, SPSA's and PSAs.

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

12

How many Rutan panel interviews were conducted during FY 16?

929

In how many Rutan panel interviews did African American interviewers participate?

87

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Upward Mobility Program is available for assisting employees in getting a promotion, as well as the EEO Officer who regularly sends notices of job openings to various ethnic entities and attends job fairs.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

124

Please list the position titles.

SPSAs, PSAs, Professionals, Technicians, Administrative Support, Skilled Craft and Service Maintenance.

How many of those were African American?

9

Please include job titles that were vacated by African Americans.

SPSAs, PSAs, Professionals, and Technicians.

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

162

How many of those were African American?

15

Please list position titles.

Public Admin Intern, Public Service Administrator, Building Services Worker, Human Resources Administrator, Private Secretary II, Admin Assistant I, and Janitor I.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

The Upward Mobility Program is available for assisting employees in getting a promotion, as well as the tuition assistance program, when funds are available.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

29

How many of those were African American?

8

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

None.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

CMS uses a manner of random selection that ensures at least some representation of candidates from underutilized categories in the interview pool.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No.

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

CMS has individuals who regularly communicate to the African American community job fairs and position openings as they occur.

How many veterans were hired externally during the year?

19

How many were African American Veterans?

5

2017 State African American Employment Plan Survey

Agency: Children and Family Services

Director/Secretary: George H. Sheldon, Director

Submitted: 11/23/2016 3:29:41 PM

Certification: I Agree

Individual Information: Tammy Grant, Deputy Director Office of Employee Services, 5415 N University, Peoria, IL 61614, 309-693-5418, Tammy.Grant@Illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

233	Officials and Managers
652	Professionals
11	Technicians
0	Protective Service Workers
46	Para-Professionals
94	Office and Clerical
0	Skilled Craft Workers
5	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

682	Officials and Managers
1,883	Professionals
35	Technicians
0	Protective Service Workers
108	Para-Professionals
290	Office and Clerical
2	Skilled Craft Workers
9	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

2,645

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

DCFS has been able to meet underutilization goals for African Americans in all categories the past two fiscal years.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There were increases in the number of African Americans within the EEO categories of Officials and Managers, Professionals, Para-Professionals and Service Maintenance. Only slight decreases were experienced within the EEO categories of Technicians and Office and Clerical.

How many Human Resources staff does your agency have?

30

How many of those Human Resources staff are minorities?

9

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

DCFS continues to target recruitment job fairs and workshops focusing on the underutilization needs as identified by the DCFS Office of Affirmative Action. The Department continues to take a proactive approach in reaching out to the various communities by supporting the efforts of the Office of Affirmative Action and its units; African AAC, OAAS, API, Asian AAC, OLS, and LAC. DCFS continues to recruit qualified candidates for direct service positions, as well as, support service positions. The Office of Employee Services also conducts training with personnel liaisons several times a year, focusing on recruitment topics and efforts such as hiring and interviewing. The Office of Affirmative Action and the Office of Employee Services also participate in monthly diversity recruitment and retention meetings to share information regarding hiring and vacancies within the Department.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

221

Please list the position titles.

Public Service Administrator, Senior Public Service Administrator

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

132

How many Rutan panel interviews were conducted during FY 16?

191

In how many Rutan panel interviews did African American interviewers participate?

157

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Division of Selection and Recruitment attends a variety of recruitment events throughout the year, including university job fairs, unemployment job fairs, and community and junior college events. These events allow recruitment staff to distribute literature and promote employment opportunities at DCFS. Recruitment staff can specifically explain the hiring process and discuss the required qualifications of the direct service positions (Child Welfare Specialist, Child Protection Specialist, etc.) and non-direct service positions (Office Associate, etc.) being sought. The Division of Selection and Recruitment works directly with the DCFS Office of Affirmative Action to target the specific needs of the Department as it relates to underutilization goals, including those of the African American community.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

269

Please list the position titles.

Account Technician I, Accountant, Children & Family Services Intern, Child Protection Advanced Specialist, Child Protection Specialist, Child Welfare Administrative Case Reviewer, Child Welfare Advanced Specialist, Child Welfare Nurse Specialist, Child Welfare Senior Specialist, Child Welfare Specialist, Day Care Licensing Representative II, Executive I & II, Executive Secretary I, II & III, Human Resources Associate, Human Resources Representative, Human Resources Specialist, Information Services Specialist I & II, Information Systems Analyst II, Management Operations Analyst II, Management Systems Specialist, Office Assistant, Office Associate, Office Clerk, Office Coordinator, Office Specialist, Para-Legal Assistant, Private Secretary II, Public Service Administrator, Senior Public Service Administrator, Social Service Program Planner III & IV, Storekeeper I, Student Worker, Technical Advisor II & III.

How many of those were African American?

104

Please include job titles that were vacated by African Americans.

Account Technician I, Accountant, Child Protection Advanced Specialist, Child Protection Specialist, Child Welfare Advanced Specialist, Child Welfare Senior Specialist, Child Welfare Specialist, Child Welfare Nurse Specialist, Children & Family Services Intern, Executive II, Executive Secretary I, Management Operations Analyst II, Office Associate, Office Clerk, Office Coordinator, Office Specialist, Para-Legal Assistant, Public Service Administrator, Senior Public Service Administrator, Social Service Program Planner IV, Technical Advisor II.

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

283

How many of those were African American?

113

Please list position titles.

Accountant, Administrative Assistant I & II, Child Protection Associate Specialist, Child Protection

Specialist, Child Welfare Advanced Specialist, Child Welfare Nurse Specialist, Child Welfare Specialist, Children & Family Services Intern, Day Care Licensing Representative II, Executive II, Information System Analyst I, Office Assistant, Office Associate, Office Clerk, Para-Legal Assistant, Public Service Administrator, Reimbursement Officer I, Senior Public Service Administrator, Storekeeper I

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Throughout the year the Department announces internal and external opportunities for professional development training with Continuing Education Units. These opportunities further expand the knowledge and credentials for potential qualified candidates who desire promotions or internal movement. In addition, all employees have continued access to the Department's training curriculum programs.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

54

How many of those were African American?

29

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

On-going participation in African American community events and internal/external sharing of available vacancies. The Office of Affirmative Action oversees all hiring conducted by the Department to review if underutilization is being taken into consideration in the selection process. The DCFS Diversity, Employment and Recruitment Committee meets to address underutilization, recruitment and retention of staff in the department. Through this committee various actions are agreed upon and retention is a priority to avoid losing African American staff.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

DCFS invites candidates to participate in the open competitive interview process via a random selection of candidates. Factors that may influence random selection include the underutilization needs of the position being filled, and the desired educational requirements for the position.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

The Department continues to practice uniformity in the random selection of qualified candidates to invite for participation in the interview process to insure minority candidates are not disproportionately excluded from the invitation to interview. The Department also insures all interviews conducted are done so with a diverse interview panel, including African Americans.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Rochelle Crump

Title: Public Service Administrator

Is this person an Executive senior staff member?: No

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The liaison participates in community organization meetings, activities and events, Resource Fairs, Veteran events, Transformation Team committee meetings, African American Advisory Council events, and annual African festival. On-going input at the monthly Diversity Recruitment and Retention meetings, input to the Communication division regarding marketing and media tools to attract African American and veteran candidates. The liaison participated and hosted internal and external Black History and Women's History month events.

How many veterans were hired externally during the year?

24

How many were African American Veterans?

10

2017 State African American Employment Plan Survey

Agency: Civil Service Commission

Director/Secretary: Daniel Stralka

Submitted: 11/3/2016 1:35:05 PM

Certification: I Agree

Individual Information: Andrew Barris, Assistant Executive Director, 617 E. Adams, Suite 801, Springfield, IL 62701, 2177827373, andrew.barris@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

2 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

4

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Civil Service Commission only has four employees in the entire agency with no vacancies as of June 30, 2016

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

The Civil Service Commission only has four employees in the entire agency with no vacancies as of June 30, 2016

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Civil Service Commission only has four employees in the entire agency with no vacancies as of June 30, 2016

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

0

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Civil Service Commission only has four employees in the entire agency with no vacancies as of June 30, 2016

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

0

Please list the position titles.

0

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

0

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

0

Please list position titles.

PSA

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

The Civil Service Commission only has four employees in the entire agency with no vacancies as of June 30, 2016

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Civil Service Commission only has four employees in the entire agency with no vacancies as of June 30, 2016

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

The Civil Service Commission only has four employees in the entire agency with no vacancies as of June 30, 2016

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

none

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: no

Title: no

Is this person an Executive senior staff member?: no

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

none

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Commerce and Economic Opportunity

Director/Secretary: Sean McCarthy

Submitted: 11/17/2016 9:37:36 AM

Certification: I Agree

Individual Information: Miguel Calderon, Deputy Director, Equal Opportunity Monitoring and Compliance, 500 E. Monroe Street, Springfield, IL 62701, 217-524-2997, Miguel.A.Calderon@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

11	Officials and Managers
27	Professionals
0	Technicians
0	Protective Service Workers
2	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

40	Officials and Managers
65	Professionals
1	Technicians
0	Protective Service Workers
4	Para-Professionals
3	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

293

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers

0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

One office/clerical employee separated from the prior fiscal year.

How many Human Resources staff does your agency have?

7

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

N/A. The agency's EO Officer position has been vacant for two years. A new EO Officer was hired on 11/16/2016 and will begin the process of developing a recruitment plan and providing the appropriate training to staff.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

11

Please list the position titles.

Sr. Public Service Administrator Public Service Administrator

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

4

How many Rutan panel interviews were conducted during FY 16?

5

In how many Rutan panel interviews did African American interviewers participate?

1

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

N/A. The agency's EO Officer position has been vacant for two years. A new EO Officer was hired on 11/16/2016 and will begin the process of developing a recruitment.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

55

Please list the position titles.

Administrative Assistant II Account Tech II Accountant Advanced Executive II Mechanical Engineer III Public Service Administrator Opt 1 Public Service Administrator Opt 8L Sr. Public Service Administrator 1 Sr. Public Service Administrator 2 Sr. Public Service Administrator 3 Office Specialist Private Secretary II ISA II ENRS II ENRS III ICDR I

How many of those were African American?

5

Please include job titles that were vacated by African Americans.

Office Specialist Public Service Administrator I Accountant Advanced

---

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

34

How many of those were African American?

4

Please list position titles.

Accountant Advanced Private Secretary II Sr. Public Service Administrator

---

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

N/A

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EO positions has been vacant the last two years and those activities have not yet been developed.The open competitive process was not utilized during FY 16.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The open competitive process was not utilized during FY 16.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Miguel Calderon

Title: Deputy Director, Equal Opportunity Monitoring & Compliance

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The Deputy Director, Equal Opportunity Monitoring & Compliance was hired on 11/16/2016 and will developing recruitment plans and programs for recruitment of African American individuals.

How many veterans were hired externally during the year?

2

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Corrections

Director/Secretary: John R. Baldwin

Submitted: 11/30/2016 3:45:23 PM

Certification: I Agree

Individual Information: Fernando Chavarria, Chief-Office of Affirmative Action, 100 W. Randolph St. Ste. 4-200 Chgo. IL 60601, (312) 814-3790, Fernando.Chavarria@doc.illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

61	Officials and Managers
280	Professionals
46	Technicians
905	Protective Service Workers
13	Para-Professionals
25	Office and Clerical
13	Skilled Craft Workers
68	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

335	Officials and Managers
1,410	Professionals
319	Technicians
8,189	Protective Service Workers
210	Para-Professionals
299	Office and Clerical
342	Skilled Craft Workers
707	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

11,811

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
5	Professionals
0	Technicians
35	Protective Service Workers
4	Para-Professionals
3	Office and Clerical
1	Skilled Craft Workers

8 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

Our agency conducts a statistical analysis each quarter to monitor underutilization. Also both Hiring and Promotion monitors are reviewed to monitor if underutilization is being addressed in each Region. Based on the underutilization numbers, the focus was made during the hiring of correctional officer trainees to target African-American candidates.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Officials and Managers- Decrease of 10. Professionals- Increase of 21. Technicians-Increase of 7. Protective Services- Increase of 7 Para Professionals- Increase of 2. Office and Clerical- Decrease of 9. Skilled Craft- Increase of 4. Service Maintenance- Increase of 1.

How many Human Resources staff does your agency have?

66

How many of those Human Resources staff are minorities?

6

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO Officer reviews recommendations for hires, promotions or transfers completed on a Hiring and Promotion monitor prior to any commitment being made to fill the position. Recruiters participate in job fairs and recruitment activities that target African American that are sponsored by Educational Institutions , Faith-based/ and Community based organizations and elected officials. Recruiters are also trained to focus on underutilization in targeted areas.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

61

Please list the position titles.

Deputy Director, Assistant Warden, ATC Warden, ATC Supervisor, ATC Assistant Supervisor, Community Outreach Administrator, Assistant Director, Deputy Chief, Information Officer, Legal Advisor, Legal Counsel, Warden, Parole Commander, Recruitment Coordinat

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

111

How many Rutan panel interviews were conducted during FY 16?

202

In how many Rutan panel interviews did African American interviewers participate?

16

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The EEO Officer reviews recommendations for hires, promotions or transfers completed on a Hiring and Promotion Monitor prior to any commitments are made to fill the position. Recruiters participate in Job Fairs, and recruitment activities that target African Americans. Recruiters are also trained to focus on underutilization in targeted areas. Correctional Counselor; Correctional Officer; Correctional Officer Trainee; Corrections Residence Counselor; Corrections Senior Parole Agent:Executive Secretary; SPSA;

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

223

Please list the position titles.

SPSA/PSA; Correctional Locksmith; Educator, Accountant; Corr. maintenance Craftsman; Executive 1; Account Tech; Corr. Medical Tech.; Exec. Secretary; Administrative Assistant; Corr. Nurse; HR Representative; Chaplain; Correctional Officer; Correctional Officer Trainee; Librarian; Corr. counselor I& II; Corr. Parole Agent; Office Assistant; Corr. Food Service; Corr. Supply Supv.; Corr. Sargent; Office Associate; Corr. Industry Lead Worker; Office Coordinator; Corr. Lt.; Corr. Vocational Instructor; Shift Supervisor.

How many of those were African American?

28

Please include job titles that were vacated by African Americans.

SPSA/PSA; Correctional Locksmith; Educator, Accountant; Corr. maintenance Craftsman; Executive 1; Account Tech; Corr. Medical Tech.; Exec. Secretary; Administrative Assistant; Corr. Nurse; HR Representative; Chaplain; Correctional Officer; Correctional Officer Trainee; Librarian; Corr. counselor I& II; Corr. Parole Agent; Office Assistant; Corr. Food Service; Corr. Supply Supv.; Corr. Sargent; Office Associate; Corr. Industry Lead Worker; Office Coordinator; Corr. Lt.; Corr. Vocational Instructor; Shift Supervisor.

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

191

How many of those were African American?

13

Please list position titles.

SPSA/PSA; Correctional Counselor; Correctional Officer Trainee; Corrections Parole Agent; Barber;Internal Security Investigator; Child Development Counselor; Office Associate.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

The Upward Mobility Program is available and encouraged within the agency for employee's career advancement. it should also be noted that staff opportunities for promotion exist within

negotiated contractual language such as Filling of Vacancies.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

1,900

How many of those were African American?

308

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO Officer reviews recommendations for hires and promotions or transfers that are completed on Hiring and Promotion Monitors prior to any Commitments being made to fill the position.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Start at beginning of the list, depending on the number of candidates on a particular list, we choose a pattern of every one, every other, every third, ect.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

The Recruitment Coordinator will continue to reach out to African American population and encourage testing and applying for open positions.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Forrest Ashby / Tamara Brown

Title: Recruitment Coordinator/ Affirmative Action Officer

Is this person an Executive senior staff member?: No / No

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

They conduct recruitment workshops with the Local Workforce Investment Act Boards (LWIA), IDES, CMS and Faith based Organizations targeting African American candidates statewide.

How many veterans were hired externally during the year?

173

How many were African American Veterans?

23

2017 State African American Employment Plan Survey

Agency: Criminal Justice Information Authority
Director/Secretary: John Maki
Submitted: 11/30/2016 5:00:47 PM
Certification: I Agree
Individual Information: Zina Smith, Associate Human Resources Director, 300 W. Adams, Chicago, Illinois 60490, (312) 793-8550, zina.smith@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

4	Officials and Managers
10	Professionals
1	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

23	Officials and Managers
39	Professionals
1	Technicians
0	Protective Service Workers
1	Para-Professionals
2	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

66

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Illinois Criminal Justice Information Authority does not have underutilization in the African American category.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an increase of one male employee in the Officials/Administrators category. All other categories remained the same.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

2

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

No training has been provided since there is no underutilization.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

4

Please list the position titles.

(1) Senior Public Service Administrator (3) Public Service Administrator

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 16?

4

In how many Rutan panel interviews did African American interviewers participate?

1

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Illinois Criminal Justice Information Authority is not underutilized in the African American category. ICJIA is a small agency with a headcount of 66 as of June 30, 2016. The executive staff increased by one African American male and there was one black female intern hired.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

0

Please list the position titles.

N/A

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

4

How many of those were African American?

1

Please list position titles.

Senior Public Service Administrator

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

Upward Mobility Program

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

5

If your agency employed student workers/interns in FY 16, how many were African American?

1

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

ICJIA is not underutilized in any category.

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

It is the Agency's practice to establish a consistent pattern such as every 3rd candidate.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

ICJIA did not seek assistance since there was no underutilization.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Deaf and Hard of Hearing Commission Director/Secretary: John Miller

Submitted: 11/30/2016 3:26:34 PM Certification: I Agree

Individual Information: Tonia R Bogener, Legal Counsel, 528 S. Fifth Street, Suite 209, Springfield, IL 62701, 217-557-4493, tonia.bogener@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

4 Officials and Managers
2 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

5

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

IDHHC is at parity and has no underutilization. IDHHC is committed to hiring individuals from diverse backgrounds including people with disabilities. No hires occurred during Fiscal Year 2016.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

None.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

IDHHC's Personnel attends the quarterly Personnel Meetings and updates management staff of new developments. EEO Officer reviews recommendations and completes the required Hiring and Promotion monitors. IDHHC files quarterly and annual Affirmative Action Plan. IDHHC follows CMS and Rutan hiring requirements. All management involved in the interview process are Rutan certified.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

IDHHC is a small agency with less than 5 employees in any EEO job category and is not required to calculate underutilization. It is committed to hiring a diverse staff. When hiring opportunities

are available, all vacancies are posted to various professional associations including the National Hispanic Council of the Deaf and Hard of Hearing.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

2

Please list the position titles.

Executive I - Interpreter Coordinator Executive Secretary III (at time of separation - abolished effective 6/1/16)

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

Please list position titles.

N/A

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

All staff is encouraged to participate in on-going professional development. Due to IDHHC's limited headcount, no special internal employment programs are formed.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

IDHHC is a small agency with less than 5 employees in any EEO job category and is not required to calculate underutilization. It is committed to hiring a diverse staff. EEO Officer reviews all

recommendations for hires, promotions or transfers and completes the Hiring and Promotion Monitors.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A. IDHHC interviews all applicants on the CMS eligible list.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Developmental Disabilities Council

Director/Secretary: Kimberly Mercer-Schleider

Submitted: 11/30/2016 2:34:40 PM

Certification: I Agree

Individual Information: Janinna Hendricks, Fiscal & Operations Director, 830 South Spring St., Springfield, IL 62704, 217-782-9696, Janinna.Hendricks@Illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0 Officials and Managers
2 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

3 Officials and Managers
2 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

6

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Council is committed to hiring individuals from diverse backgrounds, including people with disabilities. The Illinois Council on Developmental Disabilities (Council) made no hires during FY2016.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Council's Personnel Officer is responsible for ensuring that the Council is complying with the African-American Employment Plan. No training was provided during FY 2016.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

Not applicable

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Council has not undertaken any strategies specifically related to African-American employment during the year. The Council is committed to hiring individuals from diverse backgrounds, including people with disabilities.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

1

Please list the position titles.

Senior Public Service Administrator

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

Not Applicable

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

Please list position titles.

Not Applicable

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

All agency employees are encouraged to participate in personal development trainings and activities. The agency organizes agencywide training for all employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Council has no underutilization in any minority categories.

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

Not Applicable

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

Not applicable

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Not applicable

Title: Not applicable

Is this person an Executive senior staff member?: Not applicable

---

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Not applicable

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Emergency Management Agency

Director/Secretary: James K. Joseph

Submitted: 11/30/2016 1:55:47 PM

Certification: I Agree

Individual Information: Kevin Moore, Labor Relations Administrator, 1035 Outer Park Dr. Springfield 62704, 217-782-3184, kevin.moore@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
7	Professionals
1	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

34	Officials and Managers
105	Professionals
18	Technicians
0	Protective Service Workers
9	Para-Professionals
10	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

174

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

The Officials/Manager category and the Professional Category both decreased by 1. This was due to 2 retirements. The agency was also unable to fulfill bargaining unit positions due to a legal dispute between AFSCME and CMS regarding layoffs.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The IEMA EEO/AA officer overseas all related activity. There is no recruitment staff.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Public Service Administrator

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

1

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The agency attempts to reach out to groups such as IAMG when vacancies are posted. IEMA also tries to participate in job fairs at State universities. During FY 16, IEMA was unable to hire bargaining unit positions due to a legal dispute between AFSCME and CMS regarding layoffs. No positions were filled by African American candidates.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

32

Please list the position titles.

Account Tech I, Accountant Advanced, Executive I, NS Engineer II, Chief Internal Auditor, NS Chief Legal Counsel, NS Health Physics Assistant, NS Health Physicist II, NS Health Physics Tech I, Electronic Equipment Repairer Installer, NS Inspector II, Emergency Response Telecommunicator, Public Service Administrator, NS Health Physicist I, NS Manager I, NS Policy Analyst I, Communications Equipment Tech I, NS Engineer I, Disaster Services Planner, NS Machine Operator, Executive Secretary I, Senior Public Service Administrator, NS Radiochemistry Lab Assistant, NS Administrator II, NS Sr. Emergency Preparedness Coordinator, Administrative Assistant I

How many of those were African American?

2

Please include job titles that were vacated by African Americans.

Public Service Administrator, Accountant Advanced

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

6

How many of those were African American?

0

Please list position titles.

NS Engineer II, Public Service Administrator, Senior Public Service Administrator, NS Chief Legal Counsel, NS Administrator II

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

The agency participates in the upward mobility program. The agency also encourages employees to participate in seminars, workshops, professional and society organizational meetings and other professional development activities.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

IEMA has had very few opportunities to hire using the open competitive hiring process. IEMA was unable to hire bargaining unit positions in FY 16 due to a legal dispute between AFSCME and CMS regarding layoffs.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Employment Security

Director/Secretary: Jeffrey D. Mays

Submitted: 11/28/2016 4:04:31 PM

Certification: I Agree

Individual Information: Stanislav Volkhovsky, Executive I , 33 S. State St.,10th Fl., Chicago, IL 60603, 312-793-9290, Stanislav.Volkhovsky@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

52	Officials and Managers
248	Professionals
1	Technicians
0	Protective Service Workers
12	Para-Professionals
10	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

193	Officials and Managers
864	Professionals
1	Technicians
0	Protective Service Workers
32	Para-Professionals
16	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,108

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

During FY 2016 maintained zero underutilization despite regular loss of people through attrition, retirements and resignations.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Compared to the previous FY2015, number of African American Officials/Administrators decreased from 56 in 2015 to 52 in FY2016. In Professional category - decreased from 273 to 248 Technicians decreased from 5 to 1. Number of African American Paraprofessionals increased from 11 to 12, while that of Administrative Support (Office/Clerical) decreased from 12 to 10. The number of Service/Maintenance employees stayed the same in FY 2015 and 2016 at 2. There was a comparable decrease in overall workforce due to retirements, resignations & voluntary reductions.

How many Human Resources staff does your agency have?

16

How many of those Human Resources staff are minorities?

13

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

EO Officer meets with Human Resources & provides them with annual Affirmative Action Plan, including information on underutilization when filling positions. The Department's EEO office participates in various training sessions given by the federal government, as well as IDHR & IDHS, including training on diversity in the workplace.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

52

Please list the position titles.

Public Service Administrators (including options) - MC & union; Senior Public Service Administrators (including options).

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

28

How many Rutan panel interviews were conducted during FY 16?

60

In how many Rutan panel interviews did African American interviewers participate?

9

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

As any other agency under the jurisdiction of the Governor IDES posts jobs on work.illinois.gov which automatically links to the Illinois Job Link and we thereby reach a wide range of demographics. Vacancies were also posted on IDES website.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

150

Please list the position titles.

Some of the titles include: Senior Public Service Administrators (including options); Public Service Administrators (including options) - MC & union; ES Field Office Supv.; ES Program Reps (full-time & intermittent); ES Service Reps; Hearings Referees (full-time & intermittent); UI Revenue Analysts; ES Specialists; Administrative Assistants; Veteran Employment Reps; ES Tax Auditors; Statistical Research Specialist; Statistical Research Supv.; Executive II; UI Special Agents; HR Specialist; Information System Analysts; Information Service Specialists; Executive Secretary; Private Secretary; Office Associates.

How many of those were African American?

33

Please include job titles that were vacated by African Americans.

Some of the titles include: Public Service Administrators (including options) - MC & union; ES Field Office Supv.; ES Program Reps (full-time & intermittent); ES Service Reps; Hearings Referees (full-time & intermittent); UI Revenue Analysts; ES Specialists; Administrative Assistants; Veteran Employment Reps; ES Tax Auditors; Statistical Research Specialist; Statistical Research Supv.; Executive II; UI Special Agents; HR Specialist; Information System Analysts; Information Service Specialists; Executive Secretary; Private Secretary; Office Associates.

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

39

How many of those were African American?

11

Please list position titles.

Some of the titles include: Public Service Administrators (including options) - MC & union; ES Field Office Supv.; ES Program Reps (full-time & intermittent); ES Specialists; HR Associate; Statistical Research Specialist; Accountant Advanced; Office Specialist; Student Workers.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

IDES supports & promotes training conducted by state agency trainers; encourages staff training at DHR and other state & federal agencies; informs employees of the availability of Upward

Mobility & tuition reimbursement. A manual on job bidding is posted on internal website. Human Resources staff are available to answer questions. Other Paid Leave granted to employees to attend Illinois Association of Minorities in Government meetings. IDES must adhere to the Personnel Code, Rutan and union contract when filling vacancies.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

1

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

4

If your agency employed student workers/interns in FY 16, how many were African American?

2

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

To ensure compliance with the law, EEO office provides underutilization information to Human Resources (HR) and the hiring units. EEO issues and & reviews all hiring & promotion monitors. HR staff & EEO staff meet periodically to ensure compliance w/CMS rules. EO officer will review selection of candidates before an appointment has been made. IDES incorporated the process within its policy & procedures (P&P1203) to ensure the underutilization of minorities is considered. Once hiring process is in motion, Rutan process must be followed.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Agency's random selection process for an Open Competitive List usually consists of selecting every other candidate, or every third candidate.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations were given. However, the agency is mindful of its workforce figures, the current underutilization and 2010 census information to ensure and preserve diversity of our workforce.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

EEO office ensures community relations with all minority groups, so that IDES has a diverse workforce, representative of the community, including the African American community.

How many veterans were hired externally during the year?

6

How many were African American Veterans?

2

2017 State African American Employment Plan Survey

Agency: Environmental Protection Agency

Director/Secretary: Alec Messina, Acting Directo

Submitted: 11/22/2016 4:12:39 PM

Certification: I Agree

Individual Information: Jill Johnson, EEO/AA Officer, 1021 North Grand Ave. East Springfield, IL 62702, 217/785-2911, Jill.Johnson@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

3	Officials and Managers
30	Professionals
7	Technicians
0	Protective Service Workers
3	Para-Professionals
9	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

108	Officials and Managers
516	Professionals
40	Technicians
0	Protective Service Workers
35	Para-Professionals
50	Office and Clerical
0	Skilled Craft Workers
3	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

696

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
2	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Agency hired 3 African Americans during FY 16. In Region 7 the Agency hired 1 African American female and 1 African American male in the Professional category. The Agency also hired 1 African American male in the Official/Manager category in Region 7.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was a decrease in African American males in the Official/Manager category from 4 to 3. There was an increase in African American males in the Professional category from 20 to 21 and in African American females in the same category from 8 to 9. There was an increase in the number of African American females in the Office/Clerical category from 6 to 7.

How many Human Resources staff does your agency have?

7

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Copies of the Agency's Affirmative Action plan which includes information about underutilization of African Americans by region and EEO category are available to the Office of Human Resources, personnel liaisons, the Director and other Senior staff.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

3

Please list the position titles.

2 Public Service Administrators 1 Senior Public Service Administrator

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

7

How many Rutan panel interviews were conducted during FY 16?

11

In how many Rutan panel interviews did African American interviewers participate?

3

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The EEO/AA Officer works with the Office of Human Resources by sharing underutilization information. The Agency no longer has funding to attend job fairs, but invites as many African Americans as possible from the open competitive lists to interviews. The position titles that are frequently filled are from the Professional category including Environmental Protection Engineers and Environmental Protection Specialists. As previously noted, the Agency hired 1 male African American and 1 female African American in the Professional category as well as 1 African American male in the Official/Manger category.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

56

Please list the position titles.

Executive II, Environmental Protection Specialist 3, Environmental Protection Engineer 3, Office Assistant, Office Associate, Office Coordinator, Office Specialist, Senior Public Service Administrator, Public Service Administrator, Office Administrator 4, Accountant, Laboratory Quality Specialist II, Information Systems Analyst I, Environmental Protection Technician I and 2, Administrative Assistant II, Chief Internal Auditor, Environmental Protection Associate, Environmental Protection Legal Investigator Specialist, Laboratory Associate I, Chemist 2, Electronics Technician, Environmental Protection Geologist 3, Motorist Assistance Specialist.

How many of those were African American?

4

Please include job titles that were vacated by African Americans.

Senior Public Service Administrator (2), Public Service Administrator, Office Assistant.

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

15

How many of those were African American?

3

Please list position titles.

Office Assistant, AFACT, Lab Associate, Chemist, EPE I, Lab Quality Specialist I, PSA, SPSA, Chief Internal Auditor

---

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

Bureaus within the Agency offer training on various topics to all employees. Upward Mobility, CMS and Capital City Center offer training and classes to all employees. The Agency also tuition reimbursement and professional certification to employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

1

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

45

If your agency employed student workers/interns in FY 16, how many were African American?

4

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO/AA Officer works with the Office of Human Resources by sharing underutilization information. The EEO/AA Officer also reviews hiring monitors to confirm that during the open competitive hiring process minorities are invited to interview.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

In those instances where random selection is part of the open competitive invitation, the Agency interviews as many minorities as possible in conjunction with the specific underutilization for the EEO category of that job title.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

2

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Executive Ethics Commission

Director/Secretary: Chad Fornoff

Submitted: 11/29/2016 10:58:59 AM

Certification: I Agree

Individual Information: Adam Alstott, Deputy General Counsel, 401 S. Spring, 518 Wm. Stratton Bldg. Springfield, IL 62706, 217-720-7067, adam.alstott@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
9	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

8	Officials and Managers
46	Professionals
0	Technicians
0	Protective Service Workers
4	Para-Professionals
4	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

62

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

During July 2016 leadership/supervisory training was provided to managers and supervisors with strategies for reducing impact of unconscious bias when making human resources decisions. Specifically, supervisors and administrative staff were provided with suggestions about being aware of biases when reviewing resumes and participating in interviews, and reminded that diverse interview teams can help reduce the effects of unconscious bias on candidate selection.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

9

Please list the position titles.

HR Director Senior State Purchasing Officer State Purchasing Officer Procurement Compliance Monitor

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Position postings are emailed to all commission employees, and can be accessed on the EEC website and the Chief Procurement Office websites. Position postings are posted with Illinois

colleges and universities, the Work4Illinois website, statewide and nationwide procurement organizations - IAPPO and NASPO, and shared with African American organizations through email.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

15

Please list the position titles.

Senior State Purchasing Officer State Purchasing Officer Procurement Compliance Monitor Project Manager

---

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

State Purchasing Officer

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

10

How many of those were African American?

1

Please list position titles.

Senior State Purchasing Officer

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

All employees are allowed the opportunity to complete continuing education training during work hours, and are permitted to lead employee professional development during all staff forums. Employees achieving required certification by the Universal Public Procurement Certification Council are reimbursed for the cost of the testing fees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEC has never experienced underutilization in any minority category.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Random selection is not used. Postings only require that resumes be submitted for applicants to receive consideration for interview. Applicants' relevant education and experience are reviewed to determine the pool of candidates for interview.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Financial and Professional Regulation

Director/Secretary: Bryan A. Schneider

Submitted: 11/30/2016 8:32:25 AM

Certification: I Agree

Individual Information: Vivian Toliver, Public Service Administrator, James R. Thompson Center, 100 W. Randolph St., 9th Floor, Chicago, IL 60601, (312) 814-1764, vivian.toliver@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

8	Officials and Managers
47	Professionals
2	Technicians
0	Protective Service Workers
4	Para-Professionals
8	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

103	Officials and Managers
244	Professionals
7	Technicians
0	Protective Service Workers
50	Para-Professionals
24	Office and Clerical
0	Skilled Craft Workers
3	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

432

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers

0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

IDFPR does not conduct any studies or monitoring programs geared specifically towards African-Americans. However, job openings are posted on IDFPR's bulletin boards. The postings are also provided to the liaisons for IDHR and IDES to forward to other EEO Officers to post on their boards. The postings are also e-mailed to The Chicago Urban League and Representative LaShawn Ford Workforce to post on their job websites. All employees are encouraged to attend CMS training classes. Although IDFPR does not provide college tuition reimbursement for employees, it does provide registration fees for training courses. EEO positions filled externally were: Private Secretary II and Office Associate.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Official/Managers decreased from 10 to 8; Professionals increased from 46 to 47; and Office/Clerical increased from 5 to 8. The increases came from the hiring of new employees. The decreases came from employees leaving due to retirement, accepting new positions, and being released from employment.

How many Human Resources staff does your agency have?

0

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

On February 23, 2016, SPSA Terrence Walsh attended the African-American Employment Plan Advisory training meeting.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

8

Please list the position titles.

Public Service Administrator and Senior Public Service Administrator.

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

66

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

All job openings are posted on IDFPR bulletin boards. In addition, job postings are e-mailed to the Liaisons of IDES and IDHR, who in turn e-mails the posting to other EEOC Officers to post. Also, e-mails are sent to The Chicago Urban League and Representative LaShawn Ford's Workforce website. 34 positions were filled which included: Administrative Assistants; Executive I; Financial Insitutions Examiner I (1 African-American); Financial Institutions Examiner Trainees (2 African-Americans); Office Associates (3 African-Americans); Office Coordinators (1 African-American); Private Secretary (1 African-American); Public Service Administrator; Senior Public Service Administrator; Student Worker; and Technical Advisor II.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

58

Please list the position titles.

Data Processing Specialist; Executive I; Executive II; Office Associate; Office Coordinator; Public Service Administrator; Senior Public Service Administrator; Financial Institutions Examiner Trainee; Technical Advisor II; Student Worker Health Services Investigator II; Executive Secretary I; Bank Examiner II; and, Staff Development Specialist I.

How many of those were African American?

4

Please include job titles that were vacated by African Americans.

Bank Examiner III; Financial Institutions Examiner Trainee; Public Service Administrator; and Senior Public Service Administrator.

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

34

How many of those were African American?

8

Please list position titles.

Office Associate; Office Coordinator; Financial Institutions Examiner I; Financial Institutions Examiner Trainee; and Private Secretary II.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

Please see question No. 17. Also, all African-American employees are encouraged to attend the Illinois Association for Minorities in Government conferences held each year. IDFPR pays the registration fees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

18

How many of those were African American?

7

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

All job openings are posted on IDFPR's bulletin boards for the mandated period. In addition, postings are e-mailed to The Chicago Urban League and Rep. LaShawn Ford's Workplace website. The postings are also e-mailed to the liaisons for Dept of Human Rights and the Dept of Employment Security for forwards them to other EEO Officer to post on their bulletin boards. A random selection from the open competitive list is done by the interviewer selecting a pattern. It could be 2 names from each page; every 10th name; or, the 50th name. If a category is underutilized the interviewer will try and pick a pattern that will include as many candidates that fall into the underutilized category as legally possible.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

See question No. 30.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

There were no recommendations made.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

3

How many were African American Veterans?

1

2017 State African American Employment Plan Survey

Agency: Gaming Board

Director/Secretary: Mark Ostrowski

Submitted: 11/18/2016 11:17:06 AM

Certification: I Agree

Individual Information: Karen Weathers, EEO Officer, 801 S. 7th Street, Suite 400 Springfield, Illinois 62703, 217-558-3019, karen.weathers@igb.illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

3	Officials and Managers
18	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

46	Officials and Managers
107	Professionals
0	Technicians
0	Protective Service Workers
12	Para-Professionals
5	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

170

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The IGB hired one (1) new African American female employee (Office Assistant, Opt. 2) and promoted three (3) African American employees (Gaming Special Agent Trainees and Gaming Special Agents) during this reporting period.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

The IGB had a slight increase in our African American employee totals for FY 16; we reported 21 African Americans at the end of FY 15, and 22 African Americans at the end of FY 16.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Illinois Gaming Board's hiring and interview processes are in accordance with the Rutan hiring process; all interviewing staff are Rutan certified and are well versed on the rules and procedures that all state agencies are mandated to follow. The IGB has not participated in recruitment training specific to the hiring of African American employees.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

3

Please list the position titles.

Gaming Unit Supervisor Public Service Administrator, Opt. 2 and 8C

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

28

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The IGB has participated in various job fairs during this fiscal year in the Chicago area, and we will continue to participate in future outreach efforts for the recruitment of qualified candidates.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

14

Please list the position titles.

Senior Public Service Administrator, Opt. 2, 7 Public Service Administrator, Opt.2, 3 and 8C Information Systems Analyst II Gaming Senior Special Agent

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

13

How many of those were African American?

1

Please list position titles.

Office Assistant Gaming Special Agent Trainee and Gaming Special Agent Public Service Administrator, Opt. 8L and 8C Info Systems Analyst I Senior Public Service Administrator, Opt. 8L and 2 Human Resource Specialist

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

CMS sponsors various career enhancement and self-development programs to State of Illinois employees at no cost. Additionally, the IGB has a semi-automatic promotional ladder that was negotiated for the titles of a Gaming Special Agent to a Gaming Senior Special Agent.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

1

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The IGB EEO Officer shares underutilization numbers with the HR staff, so that they are aware of

employment goals. The IGB also coordinates potential hiring opportunities with representing staff who participate in various employment outreach events.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

A random selection of candidates from an open competitive list may be utilized if the blind "A" list has a lot of eligible candidates. If a random selection is utilized, the IGB takes into consideration whether or not there is underutilization for that particular region, and a consistent pattern is selected.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

The IGB has not received any recommendations from any outside entity regarding our hiring and recruiting practices.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Karen Weathers

Title: EEO Officer

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

As reflected earlier, the IGB has participated in various job fairs/community outreach events during this fiscal year. Although the IGB is not underutilized by African American employees, we will continue to participate in CMS's Diversity Enrichment Program and explain employment opportunities and seek qualified candidates.

How many veterans were hired externally during the year?

1

How many were African American Veterans?

1

2017 State African American Employment Plan Survey

Agency: Guardianship and Advocacy Commission Director/Secretary: Dr. Mary L. Milano

Submitted: 11/30/2016 3:26:09 PM Certification: I Agree

Individual Information: Gia Orr, Equal Employment, Affirmative Action and 504 Officer, 160 North LaSalle Street Suite S-500, 224-277-9075, gia.orr@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

6	Officials and Managers
24	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

20	Officials and Managers
78	Professionals
1	Technicians
0	Protective Service Workers
1	Para-Professionals
3	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

98

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

Guardianship and Advocacy does not have any underutilized reporting concerning the number of African American persons employed by the agency. Agency size and limited funding leave little room for the ability to increase outside of needs and immediate personnel expenses.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Fiscal year 2017 saw an increase of 1 African American in the professional category. GAC continues to follow CMS rules and the AFSCME contract with regard to hiring. This employee is a transfer from a sister agency within SOI.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

A continued lack of funding prohibits GAC from setting aside a line item for such employment strategies. Recruitment staff is informed of the current affirmative action plan required by IDHR and the Upward Mobility Program.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

6

Please list the position titles.

5- SPSA's 1- PSA

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

5

How many Rutan panel interviews were conducted during FY 16?

13

In how many Rutan panel interviews did African American interviewers participate?

3

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

At present time, GAC is not underutilized in African American staff in any EEOC Category. The small scale of the agency and it's operations do not allow for a budget allocation for African

American employment programs.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

7

Please list the position titles.

Guardianship Representative Human Rights Authority Coordinator

How many of those were African American?

2

Please include job titles that were vacated by African Americans.

Director of Policy and Training

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

3

How many of those were African American?

1

Please list position titles.

Guardianship Representatives

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

GAC does not have the budgetary capacity to build in a line item for the types of programs listed in the query, however employee's are made aware of the SOI Upward Mobility program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

3

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Due to AFSCME contract hiring rules and the size of GAC, we rarely have the opportunity to request the open competitive list. In the event that the ability to hire from the OCL were to arise, the EEO Officer must review and sign off on the hiring monitor before the hire is finalized.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

GAC was not given any recommendations, however the agency EEO/AA/504 Officer works with the Department of Human Rights to ensure that all measures to avoid underutilization in any category in circumvented. At this time, GAC has no categories with underutilization for African Americans.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No, GAC does not have a liaison.

Title:

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Healthcare and Family Services

Director/Secretary: Felicia F. Norwood

Submitted: 11/30/2016 9:28:11 AM

Certification: I Agree

Individual Information: Derrick L. Davis, Sr., Chief EEO/AA Officer, 401 S. Clinton, Chicago, IL 60607, (312) 793-4322, derrick.davis@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

32	Officials and Managers
308	Professionals
3	Technicians
0	Protective Service Workers
97	Para-Professionals
11	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

377	Officials and Managers
1,100	Professionals
36	Technicians
0	Protective Service Workers
383	Para-Professionals
137	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,983

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

HFS has not conducted a study regarding monitoring success. The EEO/AA Office monitors the hiring process to ensure mandated compliance. The success of our internal monitoring with respect to employment of African Americans is directly proportionate to the limited opportunities to make decisions independent of factors such as bargaining unit considerations or veteran's preference. Specifically, the titles most frequently called for and filled within HFS are subject to bargaining unit provisions, thereby limiting our selection options. We are most assuredly open to methods/external recommendations to increase targeted hiring/recruitment.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Officials/Administrators increased from 8.6% to 8.8% of the total category from the prior year. Professionals increased from 18.9% to 19.4% of the total category from the prior year. Technicians increased from 7.7% to 8.3% of the total category from the prior year. Para-Professionals decreased from 26.7% to 25.9% of the total category from the prior year. Office/Clerical increased from 8% to 8.6% of the total category from the prior year.

How many Human Resources staff does your agency have?

30

How many of those Human Resources staff are minorities?

5

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO/AA Office monitors the selection and recruitment process to ensure compliance with legislative mandates. While no specific training has been provided to Recruitment and EEO staff regarding targeted recruitment of African Americans, the EEO Office, Recruitment Office and the Personnel Office has placed an emphasis on targeting/reaching out to organizations whose memberships and makeup are from the underrepresented groups including African Americans in an effort to increase the pool of potential candidates for vacancies within those groups.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

268

Please list the position titles.

Senior Public Service Administrator; Public Service Administrator; Accountant Supervisor; Executive I & II;Program Integrity Auditor II; Public Aid Quality Control Reviewer; Kidcare Supervisor; Data Processing Supervisor; Meth Pro Advanced III

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

22

How many Rutan panel interviews were conducted during FY 16?

574

In how many Rutan panel interviews did African American interviewers participate?

22

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

N/A. No specific initiatives or specific recruiting plan was implemented to fill positions either internally or externally.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

257

Please list the position titles.

SPSA; PSA; Office Assistant; Office Associate; HFSN; Child Support Specialist I & II; Child Support Trainee; Office Coordinator; Office Specialist; Accountant Supervisor; Account Technician I & II; Accountant Advanced; Accountant; Executive I & II; Office Associate; MOA I & II; ISA I & II; ISS II; Program Integrity Auditor II; Executive Secretary; Public Aid Investigator Trainee; HSC; Administrative Assistant I; Medical Assistant Consultant III; Public Administration Intern; Office Clerk; Office Administrator IV; Secretary I; Legal Secretary; Public Aid Quality Control Reviewer; Kidcare Supervisor; Data Processing Supervisor; Meth Pro Adv III; Office Specialist

How many of those were African American?

35

Please include job titles that were vacated by African Americans.

SPSA; PSA; Office Assistant; Office Associate; Child Support Specialist I & II; Child Support Trainee; Office Coordinator; Office Specialist; Executive I & II; Office Associate; Program Integrity Auditor I & II; Public Aid Investigator Trainee; Public Aid Investigator; Human Services Caseworker; Administrative Assistant I; Public Administration Intern; Office Clerk; Office Administrator IV; Secretary I; Public Aid Quality Control Reviewer

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

194

How many of those were African American?

22

Please list position titles.

SPSA; PSA; Office Associate; Administrative Assistant I & II; Office Coordinator; HFSN; Office Associate; Human Services Caseworker; Program Integrity Auditor Trainee; Office Specialist; Medical Assistant Consultant II; Student Intern

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

HFS does not have a designated program for career ladder enhancement, self development training or other established methodology to increase the number of Africans in supervisory and management positions.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

50

How many of those were African American?

30

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

17

If your agency employed student workers/interns in FY 16, how many were African American?

6

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO/AA Office monitors informs those involved in the competitive hiring process of all areas of underutilization. Regular updates are provided to the Selection bureau to ensure that Human Resource Reps are familiar with areas which need to be addressed. The process is thoroughly monitored throughout from interview to selection.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

We always ensure that we utilize a consistent pattern of selection for each process (i.e. alternating candidates; selecting all candidates or the first and the last candidate on each page, etc.). The exact methodology varies depending on the number of candidates and how many positions there are to interview.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: NA

Is this person an Executive senior staff member?: NA

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Na

How many veterans were hired externally during the year?

53

How many were African American Veterans?

4

2017 State African American Employment Plan Survey

Agency: Historic Preservation

Director/Secretary: Heidi Brown-McCreery

Submitted: 11/30/2016 8:27:53 AM

Certification: I Agree

Individual Information: Lori Tinsley, Director of Human Resources, 313 S. Sixth Street, Springfield, IL 62701, 217-785-7948, Lori.L.Tinsley@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
2	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
1	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

43	Officials and Managers
61	Professionals
5	Technicians
0	Protective Service Workers
25	Para-Professionals
4	Office and Clerical
8	Skilled Craft Workers
21	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

132

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

At the end of FY16, the Illinois Historic Preservation Agency employed 4 African American employees (up from 3 at the end of FY15): 1 Skilled Craft, 2 Professionals, and 1 Para-Professional. Our Agency is currently constrained by budget and headcount, the AFSCME/IFPE contracts, and the Personnel Code when hiring employees. That being said, the Agency is committed to using all available resources to recruit and hire minority candidates at all levels.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an increase of 1 African American hire in FY16. This individual was hired in the Para-Professional category.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Director of Human Resources (EEO Officer) monitors all hiring and interviewing. We do not currently have funds for outside recruitment or training.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

27

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

No agency activities were undertaken. One position was filled by an African American – Private Secretary I

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

20

Please list the position titles.

SPSA Opt 1 (5); Site Interpreter (1); Office Assistant (1); Director of ALPLM (1); Director of IHPA (1); Librarian I (1); Building/Grounds Laborer (1); Electronics Technician (1); Site Services Specialist (1); Site Technician 2 (2); Executive 2 (1); Site Superintendent 2 (1); Private Secretary I (1); Account Tech 2 (1); Executive Secretary I (1).

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

20

How many of those were African American?

1

Please list position titles.

SPSA Opt 1 (6); Site Technician 2 (1); Building/Grounds Laborer (1); Private Secretary I (2); Library Associate (1); Chief Internal Auditor (1); IHPA Director (1); Office Assistant Opt 2 (1); Librarian I (3); PSA Opt 2 (1); Hist Lib Chief of Acquisitions (1); Exec Sec I Opt 2 (1).

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

All employees, including Black/African American employees, are evaluated and considered for internal promotion as appropriate when opportunities are available. All employees, including Black/African American employees, are encourage to attend training affordable to the Agency in order to improve efficiency, production, and skills.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

When we request an open competitive eligible list from CMS, we look for minorities on the list and attempt to interview them.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Depending on the number of candidates on the open competitive list, we divide the total number on the list by the number of candidates we wish to interview and then count forward to that number and choose that individual for interview.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations were provided that I am aware of.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A - due to shortage of employees we do not have a designated liaison.

How many veterans were hired externally during the year?

3

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Human Rights Commission

Director/Secretary: Keith Chambers

Submitted: 11/2/2016 9:28:18 AM

Certification: I Agree

Individual Information: Dr. Ewa I. Ewa, CFO/Personnel Director, 100 W. Randolph, Chicag-Il. 60601, 312-814-6281, ewa.ewa@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

3	Officials and Managers
3	Professionals
0	Technicians
0	Protective Service Workers
2	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

5	Officials and Managers
11	Professionals
0	Technicians
0	Protective Service Workers
3	Para-Professionals
2	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

21

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

none

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

We added one professional.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

None.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

6

Please list the position titles.

Director, General Counsel, CFO, 2 Tech Advisors, ALJ.

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

5

How many Rutan panel interviews were conducted during FY 16?

1

In how many Rutan panel interviews did African American interviewers participate?

1

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

none.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

0

Please list the position titles.

n/a

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

n/a

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

1

Please list position titles.

Tech Advisor II

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

none

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

9

If your agency employed student workers/interns in FY 16, how many were African American?

4

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

none.

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

Based on qualification and experience.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

none.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: no

Title: n/a

Is this person an Executive senior staff member?: n/a

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

none.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Human Rights Department

Director/Secretary: Janice Glenn

Submitted: 11/29/2016 11:35:48 AM

Certification: I Agree

Individual Information: Martin Duncan, Assistant to the Deputy Director, 100 W. Randolph, Ste 10-100, Chicago, IL 60601, 312.814.6204, martin.duncan@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

11	Officials and Managers
17	Professionals
3	Technicians
0	Protective Service Workers
7	Para-Professionals
8	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

11	Officials and Managers
78	Professionals
3	Technicians
0	Protective Service Workers
7	Para-Professionals
30	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

129

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
3	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Department continues to review its positions; the need of its customers and the quality of its outreach efforts to ensure that all communities have the same access to services provided by the Department. In Fiscal Year 2016, the Department was underutilized in the "Professional" category by three (3) African Americans. There was no underutilization in any other EEO category. As of June 30, 2016, 35.6% of the Department's headcount was African American.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an increase in the "Office/Clerical" EEO category of one (1) and a decrease in the "Professional" EEO category of one (1). The total number of African Americans remained the same. For Fiscal Year 2016, the Department hired one individual and that individual was/is an African American.

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

2

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Department's Human Resource staff, Chief Legal Counsel and Department EEO/AA Officer closely monitor the activities of the Department's staff responsible for hiring, interviewing, recruitment, etc., in complying with the personnel code, personnel rules, AFSCME contract, Department of Human Rights (DHR) supplemental agreement, and legislative mandates, as required. All staff have been made aware of DHR's efforts to ensure a diverse workforce. The Department's Institute for Training and Development continues to train DHR staff and other public and private entities on such topics as Diversity Awareness, Civility in the Workplace, Five Generations in the Workplace: Communicating through a Multigenerational Lens, Conflict Resolution, and others.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

12

Please list the position titles.

Three (3) Senior Public Service Administrators and nine (9) Public Service Administrators

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

9

How many Rutan panel interviews were conducted during FY 16?

28

In how many Rutan panel interviews did African American interviewers participate?

22

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

There are a number of position titles involved in recruitment efforts and participating in community relations and outreach for the purpose of ensuring a diverse Agency workforce. Agency staff work to identify potential candidates for employment with DHR. Specifically, recruiting for specific positions when needed; working with the Department's Human Resources staff to identify specific opportunities; establishing relationships with a broad coalition of recruitment resources such as colleges, universities, outside employers; and ensuring that individuals are aware of vacancies. In an effort to recruit individuals to address the Department's EEO categories, DHR may participate in activities such as workshops, seminars, conferences, job fairs, partnerships with community organizations; partnerships with non-profit organizations, etc. The position of Human Rights Investigator is the most frequently filled position. This is an AFSCME bargaining unit position. The position is filled in accordance with the union contract and personnel guidelines.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

9

Please list the position titles.

One (1) Human Rights Investigator I; Four (4) Human Rights Investigator II; Two (2) Human Rights Investigator III; One (1) Office Associate; and One (1) Public Service Administrator

---

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Human Rights Investigator III

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

1

Please list position titles.

Office Associate

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

The Department's Human Resources staff meet regularly with the Department Director to review the Department's staffing pattern and strategy for ensuring a diverse Agency workforce. A number of Department employees participate in government training associations such as the

Illinois Association of Minorities in Government (IAMG). IAMG hosts State Employee Minority Conferences, which provide employee training, enrichment and information sharing among attendees. The Department's staff also assists employees to match their skills with available promotional opportunities. The Department has employees who are enrolled in the current Upward Mobility Program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

11

How many of those were African American?

3

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

All staff responsible for interviewing, recruiting, etc. have been advised that no appointment will be made without strict adherence to the hiring and promotion monitor procedure. All staff responsible for interviewing, recruiting, etc. must work closely with the Department EEO/AA Officer and Human Resource office to ensure that they have the appropriate information on the Department's underutilization in the EEO categories. The Director or Director's designee is responsible for reviewing each hiring and promotion monitor.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Selection is made based on the CMS Bureau of Personnel guidelines for requesting the Open Competitive list and candidates from the Open Competitive list. The method for random selection of candidates on the Open Competitive list depends on the number of candidates on the Open Competitive list; however, if there are a large number of names on the list, selection is based on a numerical calculation. For example, if there are 100 candidates on the Open Competitive list, the interviewer may request every 5th candidate's name and information from CMS Personnel.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

DHR staff continues to work closely with CMS' Bureau of Personnel staff on the hiring and promotion process, diversity programs and recruitment efforts. The Departmetn staff continues to work with the CMS Bureau of Personnel staff to ensure that they (CMS) do not process a new hire or promotion unless the hiring or promotion has been completed and submitted with the hire or promotion transaction. DHR continues to improve its website; continues to review its positions; the need of its customers and the quality of its outreach efforts to ensure that all communities have the same access to information and services provided by the Department.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Bobbie Wanzo and Kim White.

Title: Both are Senior Public Service Adminsitrators.

Is this person an Executive senior staff member?: Yes, in Fiscal Year 2016, both were members of the Executive senior staff.

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

In Fiscal Year 2016, both individuals were members of the Department's Executive Committee. The Deputy Director (Ms. Wanzo) served on the boards of a statewide human relations organization (IMHRA) and a national human rights organization (IAOHRA) and as such was involved in outreach and education. The Administrator for the Department's Institute for Training and Development (Ms. White) was involved in all aspects of training for public and private entities as well as outreach. Both individuals are policy makers and make staffing recommendations.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Human Services

Director/Secretary: James T. Dimas

Submitted: 11/29/2016 2:56:03 PM

Certification: I Agree

Individual Information: Scott Viniard, Human Resources Director, 100 S. Grand Ave. East, Springfield, IL 62762, 217/524-7663, Scott.Viniard@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

211	Officials and Managers
2,050	Professionals
1,777	Technicians
46	Protective Service Workers
305	Para-Professionals
212	Office and Clerical
0	Skilled Craft Workers
209	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

863	Officials and Managers
6,118	Professionals
3,813	Technicians
141	Protective Service Workers
861	Para-Professionals
738	Office and Clerical
0	Skilled Craft Workers
762	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

13,299

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
1	Protective Service Workers
5	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
8	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

IDHS' Bureau of Civil Affairs does not currently track job titles, only EEO Job categorical data. Of the 765 new non-veteran hires, 242 or 32% were African Americans. Of the 95 new veteran hires, 29 or 31% were African Americans. In FY16 the total African American underutilization was 18 and in FY17 the total African American underutilization is 15.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

The EEO categories evidenced slight increases and decreases in the underutilization from last year. As of March 1, 2016 the Mental Health Technician Trainee and Security Therapy Aide Trainee positions moved from the Technicians EEO Job Category to the Para-Professional EEO Job Category, which would explain the shift in numbers between those two EEO Job Categories. Underutilization Summary: Officials/Managers, Professionals and Technicians continue to be at parity; Protective Services decreased by 2; Para-Professional decreased by 2; and Service/Maintenance increased by 2.

How many Human Resources staff does your agency have?

111

How many of those Human Resources staff are minorities?

89

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

IDHS has a centralized Recruitment and Selection Unit, the Bureau of Recruitment and Selection (BRS), which is responsible for all hiring. IDHS' Bureau of Civil Affairs reviews all Hiring and Promotion monitors prior to any commitment being made to fill the position. BRS participates in job fairs and recruitment efforts across the State that target African American recruitment. IDHS' Bureau of Training and Support Services continues to train Department staff on topics as Civility in the Workplace, Conflict Resolution, Coaching and Mentoring, Dealing with Difficult People, Emotional Intelligence, Generation Gaps, Workplace Bullying, etc. Additionally, IDHS through its Recruitment, Hiring and Discipline Committee conducts quarterly meetings to discuss strategies for improving the agency's performance in achieving underutilization goals. One major task BRS does to increase underutilized affirmative action groups attendance at an interview is to check to see if a position is listed on the underutilization summary and if so, all candidates on the Open Competitive list in that group get invited.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

211

Please list the position titles.

The number above is reflective of the African American employees in the Officials/Managers EEO Job category, which includes the PSA and SPSA titles. Executive positions fall under the Professionals EEO Job category, which encompasses a large number of jo

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

182

How many Rutan panel interviews were conducted during FY 16?

3,238

In how many Rutan panel interviews did African American interviewers participate?

1,390

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

IDHS' Bureau of Recruitment and Selection (BRS) regularly attends job fairs that are organized by CMS, Elected Officials, Colleges/Universities, Social Organizations and Churches. BRS also routinely partners with state agencies like CMS, IDES and the Department of Veteran's Affairs to directly reach out to those minorities lacking gainful employment. Additionally, BRS also posts position vacancies on the Internet. Job openings are posted on IDHS' Facebook page, LinkedIn, Twitter, and Monster.com. BRS also sends out e-blasts to interested parties. IDHS recruitment efforts are focused on ensuring a diversified workforce and continue efforts to expand and strengthen partnerships with the various communities for additional minority outreach. As for position titles that were frequently filled during the fiscal year, IDHS' Bureau of Civil Affairs does not currently track workforce titles, only EEO Job categorical information.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

1,288

Please list the position titles.

Administrative Assistant I & II, Account Technician I & II, Accountant, Accountant Advanced, Accountant Supervisor, Accountant Advanced, Account Clerk II, Activity Therapist, Activity Therapist Coordinator, Behavioral Analyst II, Buildings & Grounds Laborer, Business Manager, Clinical Lab Technician II, Clinical Pharmacist, Clinical Psychologist, Cook I & II, Dental Assistant, Dietary Assistant, Dietary Manager II, Dietitian, Disability Claims Officer, Disability Claims Adjudicator Trainee, Disability Claims Analyst, Disability Claims Adjudicator I, Disability Claims Specialist, Educator, Educator Aide, Executive I & II, Executive Secretary I & II, Guard II, Habilitation Program Coordinator, Health Facility Surveillance Nurse, Health Information Associate, Human Services Caseworker, Human Services Caseworker Manager, Human Resource Associate, Human Resource Representative, Human Resources Specialist, Information Systems Analyst I & II, Institutional Maintenance Worker, Internal Auditor I, Internal Security Investigator II, Licensed Practical Nurse I & II, Maintenance Equipment Operator, Maintenance Worker, Maintenance Worker Power Plant, Medical Administrator I & III , Mental Health Administrator II, Mental Health Specialist I, Mental Health Specialist Trainee, Mental Health Technician I - V, Mental Health Technician Trainee, Management Operations Analyst I & II, Nutritionist, Office Assistant, Office Administrator II, III & IV, Office Associate, Office Clerk, Office Coordinator, Public Aid Control Reviewer, Public Aide Eligibility Assistant, Public Aid Quality Control Supervisor, Pharmacy Manager, Pharmacy Technician, Physical Therapist, Physician Specialist, Private Secretary II, Psychologist II & III, Public Service Administrator, Registered Nurse I & II, Rehab Case Coordinator I & II, Rehab Counselor Senior, Rehab Counselor Trainee, Rehab Workshop Instructor II, Rehab Counselor, Residential Care Worker, Rehab Services

Advisor, Rehab Workshop Instructor I & II, Rehab Workshop Supervisor, Reproduction Services Technician I, Residential care worker, Residential Care Worker Trainee, Residential Services Supervisor, Registered Nurse I & II, Security Officer, Security Officer Chief, Security Officer Sergeant, Security Therapy Aide I-IV, Security Therapy Aide Trainee, Social Service Career Trainee, Social Service Program Planner III & IV, Social Worker II-IV, Senior Public Service Administrator, Staff Development Specialist I, Storekeeper I-III, Stores Clerk, Support Service Coordinator I & II, Support Service Lead, Support Service Worker, Switchboard Operator I & III, Technical Advisor I-II, Transportation Officer, Vocational Instructor

---

How many of those were African American?

379

Please include job titles that were vacated by African Americans.

Administrative Assistant I, Account Tech II, Activity Therapist Coordinator, Business Manager, Cook II, Disability Claims Trainee, Disability Appeals Officer, Disability Claims Adjudicator II, Executive II, Executive Secretary I, Habilitation Program Coordinator, Health Information Associate, Human Resources Specialist, Human Services Caseworker, Human Services Caseworker Manager, Internal Security Investigator II, Licensed Practical Nurse I & II, Mental Health Technician I-V, Mental Health Technician Trainee, Office Administrator III, Office Assistant, Office Associate, Office Clerk, Office Coordinator, Private Secretary II, Public Aid Eligibility Assistant, Public Service Administrator, Registered Nurse II, Rehab Case Coordinator I & II, Rehab Counselor Senior, Rehab Counselor, Rehab Counselor Trainee, Rehab Workshop Instructor II, Rehab Mobility Instructor, Residential Care Worker, Residential Care Worker Trainee, Residential Services Supervisor, Registered Nurse I & II, Security Therapy Aide I & II, Security Therapy Aide Trainee, Security Officer, Security Officer Sergeant, Social Service Program Planner III, Social Service Career Trainee, Social Worker II, Senior Public Service Administrator, Support Service Worker, Security Therapy Aide I & II, Security Therapy Aide Trainee, Storekeeper III, Support Service Coordinator I, Switchboard Operator I, Technical Advisor I

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

2,489

How many of those were African American?

923

Please list position titles.

IDHS' Bureau of Civil Affairs does not currently track workforce titles, only EEO Job categorical information.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

IDHS will continue to rely on suggestions from the Recruitment, Hiring and Discipline committee who meet quarterly to review the Department's staffing pattern and strategy for ensuring a diverse Agency workforce. A number of IDHS employees participate in government training associations such as the Illinois Association of Minorities in Government (IAMG). IAMG hosts "State Employee Minority Conferences" which provide employee training, enrichment and information. IDHS employees, 94% being union employees, are allowed and encouraged to participate in the

Upward Mobility Program (UMP), which is a joint venture between CMS and AFSCME. UMP is a career program designed to help state employees with advancement in State government.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

967

How many of those were African American?

458

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

28

If your agency employed student workers/interns in FY 16, how many were African American?

7

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

IDHS has a centralized Recruitment and Selection Unit, the Bureau of Recruitment and Selection (BRS), which is responsible for all hiring. IDHS' Bureau of Civil Affairs reviews all Hiring and Promotion monitors prior to filling the position. All staff responsible for interviewing and recruiting are aware that no job will be filled without following the hiring and promotion monitor procedures. IDHS' Bureau of Civil Affairs works closely with IDHS' Office of Human Resources to ensure that they have the appropriate information on the Department's underutilization in the EEO Job categories. IDHS' Secretary or his designee are responsible for final sign-off on each hiring and promotion monitor.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

If the Open Competitive List is requested for a position that is included in an Affirmative Action Group in a Region that indicates underutilization is present, the list will be reviewed for candidates whose race is listed as the underutilized group and they will be selected to be included.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

The Department will expand and strengthen partnerships with the various communities for better minority outreach. IDHS will continue to: increase social media presence through Facebook, LinkedIn and the Diversity Matters Portal as well as others; recruit at local legislative district offices to provide employment information to constituents; direct recruitment through e-blasts to professional organizations like Physicians, Nurses, Therapists, Psychologists and Pharmacists; participate in local job fairs; host live sessions and webinars on applying for state employment; and partner with sister agencies like CMS and the Diversity Enrichment Program, IDES and Office of the Governor to reach a broader and more diverse audience.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

95

How many were African American Veterans?

29

2017 State African American Employment Plan Survey

Agency: Illinois Commerce Commission

Director/Secretary: Cholly Smith

Submitted: 11/30/2016 2:50:35 PM

Certification: I Agree

Individual Information: Leigh Ann Myers, Human Resources Manager, 527 E. Capitol Ave., 217-785-1407, lmyers@icc.illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

4	Officials and Managers
11	Professionals
1	Technicians
0	Protective Service Workers
3	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

39	Officials and Managers
136	Professionals
5	Technicians
6	Protective Service Workers
4	Para-Professionals
6	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

196

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Commission is committed to hiring diverse employees in all EEOC categories.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes; during the past year, the Illinois Commerce Commission gained two Official/Manager positions.

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

All recruitment, interviewing, and hiring is done with the assistance of the Human Resources Office, which is where the EEO Officer is located. This allows us the opportunity to make sure that filling our vacant positions comply with all mandates.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

4

Please list the position titles.

Bureau Chief Bureau Chief Manager Diversity & Community Affairs Director

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

2

How many Rutan panel interviews were conducted during FY 16?

40

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The ICC has engaged in efforts to raise awareness of the ICC as an employer among African American professionals by working closely with the Statewide Services/Diversity Enrichment Program, the Illinois Department of Human Rights, the Illinois Association of Minorities in Government concerning our vacancies. When we post entry level positions with colleges and

university career services offices, we also contact minority student affairs offices and minority student organizations concerning these vacancies, as long as university recruitment policies do not prohibit doing so. We have invited African American employees to participate in training which will qualify them to serve on interview panels. Two employees did so this year and are prepared to serve on panels, as we fill positions relevant to their areas of expertise.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

42

Please list the position titles.

Office Associate Director Chief - Police Technical Advisor II Administrative Law Judge V - ALJ Bureau Chief Rate Analyst II Manager Manager Consumer Counselor I Executive Secretary III Manager Technical Analyst Administrative Assistant I Manager Director Manager Rate Analyst II Pipeline Safety Analyst II Director Economic Analyst III Executive Secretary II Manager Manager 911 Analyst III Financial & Budget Assistant Manager 911 Analyst III Financial & Budget Assistant Economic Analyst IV TRANS Industry Analyst III Railroad Safety Specialist IV Administrative Law Judge V - ALJ Technical Advisor V Pipeline Safety Analyst II Railroad Safety Specialist III Information Systems Analyst I ICC Police Officer II Pipeline Safety Analyst II Economic Analyst IV Pipeline Safety Analyst II Legislative Liaison I

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

19

How many of those were African American?

2

Please list position titles.

Executive IV Diversity & Community Affairs Director Assistant to Chairman Executive IV Railroad Safety Specialist III Office Associate Pipeline Safety Analyst II Pipeline Safety Analyst II Executive IV Assistant to Deputy Executive Director Media Assistant Executive IV Director Legislative Liaison I Technical Advisor V Technical Advisor III Railroad Safety Specialist III Office Associate Office Associate

---

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

The ICC publicizes free training programs offered by CMS and other state agencies. Employees that are part of the AFSCME bargaining Unit can participate in the state’s Upward Mobility program, an option previously unavailable to our employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

All recruitment, interviewing, and hiring is done with the assistance of the Human Resources Office, which is where the EEO Officer is located. This allows us the opportunity to make sure that filling our vacant positions comply with all mandates.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

1

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Insurance

Director/Secretary: Anne Melissa Dowling

Submitted: 11/30/2016 10:40:44 AM

Certification: I Agree

Individual Information: Jane Bachman, Chief Fiscal Officer, 320 West Washington Street, Springfield, IL 62767, 217-782-5344, jane.bachman@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

6	Officials and Managers
17	Professionals
3	Technicians
0	Protective Service Workers
2	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

72	Officials and Managers
100	Professionals
47	Technicians
0	Protective Service Workers
5	Para-Professionals
14	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

238

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Agency utilizes Shared Services to assist in monitoring successes concerning minority hiring. Position titles filled by African American during the fiscal year include: Public Service Administrator and Insurance Company Financial Examiner Trainee.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Officials/Managers - Increase 1 Professionals - Increase 2 Professionals - Decrease 5

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Agency uses Shared Services for a majority of its hiring needs, including recruitment and interviewing. However, the Agency recognizes the advantages of a diverse workforce and aims to employ workers from different backgrounds. These goals are discussed in both senior staff and HR meetings. Underutilization is also communicated to Shared Services. Further, as part of the hiring process, the EEO Officer is required to complete a Hiring Monitor form, which addresses the Agency's compliance with hiring mandates.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

6

Please list the position titles.

Public Service Administrator - 6

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

2

How many Rutan panel interviews were conducted during FY 16?

25

In how many Rutan panel interviews did African American interviewers participate?

2

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Agency uses Shared Services for a majority of its hiring needs, including recruitment and interviewing. However, the Agency recognizes the advantages of a diverse workforce and aims to employ workers from different backgrounds. These goals are discussed in both senior staff and HR meetings. Position titles that were frequently filled internally and externally during the fiscal year include: PSA, SPSA, Insurance Performance Examiner I, Insurance Analyst I and II, Office Associate, Accountant Advanced, Workers compensation Insurance Compliance Investigator and Actuarial Assistant. Of those, the PSA and Insurance Company Financial Examiner Trainee was filled by African Americans.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

53

Please list the position titles.

Insurance Performance Examiner II Office Associate Actuary Administrative Assistant Accountant Advanced Actuary I Insurance Company Financial Examiner Trainee Executive Secretary Workers Comp Insurance Compliance Investigator Actuarial Examiner Trainee Insurance Company Field Staff Examiner SPSA Insurance Analyst PSA Information Systems Analyst

---

How many of those were African American?

5

Please include job titles that were vacated by African Americans.

1 - Insurance Company Field Staff Examiner 1 - Actuarial Examiner Trainee 1 - Workers Compensation Insurance Compliance Investigator 2 - Accountant Advanced

---

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

64

How many of those were African American?

3

Please list position titles.

1 - PSA 2 - Insurance Company Financial Examiner Trainee

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

Retention of skilled employees is fundamental to the success of the Agency. Staff is generally allowed to take state-sponsored courses and quality, free programs in their local community to increase skills. The Department also encourages staff to take continuing education courses, particularly in insurance-related technical fields.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The agency utilizes Shared Services for a majority of its hiring needs. The EEO Officer monitors underutilization and reviews the Hiring & Promotion Monitors received from Shared Services to ensure compliance with all hiring mandates.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

2

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Investment Board

Director/Secretary: William R. Atwood

Submitted: 11/21/2016 12:30:30 PM

Certification: I Agree

Individual Information: Alise White, Director of Operations, Accounting and Audit, 180 N. LaSalle St - Suite 2015 Chicago Il, 312-793-5714, alise.white@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

3 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

5 Officials and Managers
3 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

0

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

There are 4 positions filled with African American females: Director of Operations, Accounting and Audit - promoted from within. The remaining positions were hired externally; Chief Fiscal Officer Investment Compliance Officer Private Secretary

---

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

I keep up to date on all EEO compliance issues during my meetings with our Department of Human Rights liaison Chet Pinski. I attended the Transgender Training Class in Sept 2016. I am a member of SHRM Society for Human Resources and I review their materials.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

Director of Operations Accounting and Audit Chief Fiscal Officer Investment Compliance Officer

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

We did not hire for any openings in 2016. There was one vacancy however it was not recruited for until 2017.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

1

Please list the position titles.

General Counsel/Chief Compliance Officer

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

None

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

Please list position titles.

None

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

The Executive Director routinely reviews internal staff qualifications when promotional opportunities become available. Also all staff is encouraged to participate in ongoing career training from external organizations including professional associations.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Illinois State Board of Investment is a very small agency so there is no underutilization in minority categories.

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

Candidates are source through temp to perm arrangements, university recruiting and professional association recruiting.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

There were no recommendations provided.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Alise White

Title: Director of Operations, Accounting and Audit

Is this person an Executive senior staff member?: yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

On campus recruiting and professional association recruiting. Also networking with recruiters in various employment agencies.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Juvenile Justice

Director/Secretary: Jesse Montgomery, Acting

Submitted: 12/2/2016 9:20:53 AM

Certification: I Agree

Individual Information: James M. Crowley, EEO/AA Officer, 707 North 15th St, Springfield, Illinois 62702, 217-557-1030 Ext. 3028, Jim.Crowley@doc.illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

19	Officials and Managers
304	Professionals
1	Technicians
0	Protective Service Workers
4	Para-Professionals
6	Office and Clerical
1	Skilled Craft Workers
12	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

57	Officials and Managers
868	Professionals
18	Technicians
0	Protective Service Workers
23	Para-Professionals
20	Office and Clerical
33	Skilled Craft Workers
52	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,071

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

This agency conducts a statistical analysis each quarter to monitor underutilization. Also, both hiring and promotion monitors are reviewed to monitor underutilization and see that it's being addressed in each region. Currently, IDJJ is not underutilized in African Americans in any EEO job categories.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes, Officials and Managers +1; Professionals + 16; Technicians +1; Para-Professionals -1; Skilled Craft Workers -3; Service-Maintenance -2

How many Human Resources staff does your agency have?

5

How many of those Human Resources staff are minorities?

2

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO Officer reviews recommendations for hires, promotions or transfers completed on a hiring and promotional monitor prior to any commitments being made to fill a position. During FYI-16, recruiters participated in job fairs and recruitment activities that target African Americans that are sponsored by educational institutions and governmental entities. IDJJ has participated in the LWIA Pilot in Chicago and the Quad Cities.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

19

Please list the position titles.

Director, Chief of Staff, Deputy Director, School Superintendent - IYC, SPSA, PSA.

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

28

How many Rutan panel interviews were conducted during FY 16?

20

In how many Rutan panel interviews did African American interviewers participate?

18

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Recruiters participate in recruitment fairs sponsored by community and educational institutions, providing informational sessions and workshops. Recruiters also reach out to educators with CMS and faith-based organizations in Cook County, focusing on the African American community. The Juvenile Justice Specialist Intern position is frequently filled.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

122

Please list the position titles.

SPSA/ PSA; Educator; Juvenile Specialist Intern; Juvenile Specialist; Juvenile Justice Supervisor; Juvenile Justice Youth & Family Specialist; Office Associate; Business Manager; Office Coordinator; Maintenance Craftsman; Psychologist; Social Worker.

How many of those were African American?

35

Please include job titles that were vacated by African Americans.

Juvenile Justice Specialist Intern; Juvenile Justice Specialist Youth& Family Specialist; Juvenile Justice Specialist; Juvenile Justice Supervisor; Office Associate; Business Manager; Office Assistant; SPSA/ PSA.

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

209

How many of those were African American?

74

Please list position titles.

JJS Intern; JJS Supervisor;Educator; SPSA/PSA,

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

Staff opportunities for promotion exist within the negotiated contractual language, "Filling of Vacancies." Also, the upward mobility program is available and encouraged within IDJJ for career advancement.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

124

How many of those were African American?

58

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO Officer reviews and signs off on all hires, promotions or transfers through the monitor process before any position is filled.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

When an open competitive list of candidates is utilized a pattern is established by "Shared Services." Example: inviting every other person on the list to participate in the interview process.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

It was recommended that the agency continue to hire and promote African Americans in order to reach parity in the underutilization categories.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Fernando Chavarria - Tamara Brown

Title: Acting Chief,EEO/AA - AA Officer

Is this person an Executive senior staff member?: Yes - No

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The liaison serves as an Ex Officio on the African American Employment Plan Commission and monitors and tracks hiring goals for the agency. Recruiters will attend and participate in job fairs and informational workshops and focus on the hiring of Juvenile Justice Specialist Interns to target African American candidates.

How many veterans were hired externally during the year?

2

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Labor Department

Director/Secretary: Hugo Chaviano

Submitted: 11/10/2016 10:58:44 AM

Certification: I Agree

Individual Information: Ann Pufundt, Director of Human Resources, 900 South Spring Street, Springfield, IL 62704, (217) 557-0819, ann.pufundt@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
3	Professionals
4	Technicians
0	Protective Service Workers
5	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

17	Officials and Managers
27	Professionals
26	Technicians
0	Protective Service Workers
10	Para-Professionals
5	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

85

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

While the agency was at parity for African American employees in FY16, we continue to fill vacancies with the most qualified candidates and continue striving to maintain parity and/or address underutilization.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

African American Technicians reduced by 1 Through regular separation procedures (resignation).

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Materials/meetings were not necessary as the agency was at parity for African American employees in FY16. However, the EEO/AA Officer continually monitors minority hiring through Department of Human Rights reporting. Legislative mandates are monitored by our Legislative Liaison in coordination with Human Resource staff.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Public Service Administrator

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

9

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Minority hiring is continually monitored by the EEO/AA Officer and Human Resource staff in efforts to meet/maintain parity.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

13

Please list the position titles.

Senior Public Service Administrator Labor Conciliator Industrial Services Hygienist Account Technician II Public Safety Inspector Office Specialist Wage Claim Specialist Office Associate

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Account Technician II

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

13

How many of those were African American?

0

Please list position titles.

Senior Public Service Administrator Public Service Administrator Accountant Advanced Labor Conciliator Public Safety Inspector Account Technician II Wage Claim Specialist Office Coordinator Office Associate

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

Employee participation in the Upward Mobility Program and Minorities in Government Conferences.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

6

How many of those were African American?

2

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Completion of Hiring and Promotion Monitors when filling vacancies.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The agency utilizes the blind open-competitive list issued by CMS to randomly select candidates to invite to interview. The HR Director makes the selection based on the education and experience codes provided on the list to choose candidates that most closely match the requirements of the position. If the position is in an underutilized EEO category and there are candidates within that category, they are also selected in an effort to address utilization or maintain parity.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

n/a

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

2

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Labor Relations Board

Director/Secretary: Melissa Mlynski

Submitted: 10/31/2016 1:56:16 PM

Certification: I Agree

Individual Information: Carla Stone, Personnel Manager, 160 N LaSalle Street, S-400, Chgo 60601, 312 793 6426, carla.stone@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
2	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

3	Officials and Managers
10	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

16

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Staff is updated by the personnel manager via memos from CMS. The personnel manager reminds hiring staff of the AAEP whenever there is an opportunity to hire

---

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

PSA option 8L PSA option 1

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

1

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

When recruiting for a professional position (licensed attorney) the personnel manager post the vacancy with African American legal associations

---

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

5

Please list the position titles.

SPSA PSA Executive I

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

0

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

4

How many of those were African American?

1

Please list position titles.

PSA PAI SPSA

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

N/A

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The personnel manager reminds hiring staff of the AAEP whenever there is an opportunity to hire.

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

When recruiting for a professional position (licensed attorney) the personnel manager post the vacancy with various legal associations.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

1

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Labor Relations Board - Educational

Director/Secretary: Victor Blackwell

Submitted: 11/30/2016 9:10:57 AM

Certification: I Agree

Individual Information: Renee Strickland, Personnel Manager, 160 N. LaSalle St., Suite N-400, Chicago, IL 60601, 312/793-3245, renee.strickland@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

1 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

4 Officials and Managers
5 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

9

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Individuals responsible for hiring decisions are aware of the mandates of the African American Employment Plan. The Agency's EEO/AA officer has participated in CMS trainings/meetings and has met with the Agency's designated liaison.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

SPSA, Executive Director

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 16?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Post employment opportunities (e.g. work 4 Illinois website, law schools, contact previous externs, etc.) No frequently filled positions.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

3

Please list the position titles.

SPSA, 8L General Counsel PSA, Opt. 2 Fiscal Officer PSA, Opt. 1 Board Agent

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

None

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

0

Please list position titles.

SPSA, Chief Fiscal Officer

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

No agency programs available at this time.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

2

If your agency employed student workers/interns in FY 16, how many were African American?

1

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Annual review of EEO/AA policy/plan and reports. No underutilization.

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

When random selection is available, qualified candidates from all EEO/AA categories are invited for interview.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Victor Blackwell

Title: Executive Director

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Actively counsels, recruits, mentors and assists individuals interested in employment/intern opportunities.

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Law Enforcement Training and Standards Director/Secretary: Brent Fischner

Submitted: 12/5/2016 10:11:58 AM Certification: I Agree

Individual Information: Anthony Raffety, HR Manager, 4500 South Sixth Street Rd , 217-782-4540, anthony.raffety@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

5	Officials and Managers
14	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
7	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

21

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

NA

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Our human resources manager is Rutan and EEO trained and follows all legislative mandates.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

NA

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

9

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

NA

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

2

Please list the position titles.

SPSA Private Secretary

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

NA

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

6

How many of those were African American?

0

Please list position titles.

2 - SPSA INFORMATION SYSTEMS ANALYST Executive 1 PSA 8L Private Secretary 2

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

NA

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

1

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Hiring monitor

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

NA

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

NA

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

NA

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Lottery

Director/Secretary: Gregory Smith

Submitted: 11/29/2016 10:19:02 AM

Certification: I Agree

Individual Information: Peter Romano, Personnel and Labor Relations Manager, 101 West Jefferson, 217-524-5252, Peter.Romano@Illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
11	Professionals
0	Technicians
0	Protective Service Workers
3	Para-Professionals
3	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

29	Officials and Managers
85	Professionals
14	Technicians
0	Protective Service Workers
31	Para-Professionals
16	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

153

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

As of June 30, 2016, there were approximately 153 employees. Of the 153 employees, there were 18 (11.76%) African Americans employed.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was an increase of three African American employees from the previous year. Official/Manager decreased by one. Professionals increased by two. Office Clerical increased by two. Official/Managers went from 2 to 1 Professionals went from 9 to 11 Para-Professionals remained at 3 Office Clerical went from 1 to 3.

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

2

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Lottery interview and selection functions were done by the Administrative and Regulatory Services Center until approximately August 2016. Lottery now conducts the interview and selection functions internally. The staff is Rutan Certified and is mandated to follow all applicable Illinois Personnel Rules and Regulations and adheres to the applicable collective bargaining agreements.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Senior Public Service Administrator

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 16?

88

In how many Rutan panel interviews did African American interviewers participate?

8

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Staff follows prescribed recruitment and hiring procedures that are outlined in the State of Illinois Interview and Selection Criteria and Technical Manual and applicable collective bargaining agreements Vacant positions are advertised on the Central Management Services employment website. The position classification that is most frequently filled is the Lottery Sales Representative.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

20

Please list the position titles.

Senior Public Service Administrator Public Service Administrator Office Administrator 4 Lottery Regional Coordinator Lottery Sales Representative Office Associate Internal Auditor I Executive 2 Executive Secretary 3 Technical Advisor 2

How many of those were African American?

2

Please include job titles that were vacated by African Americans.

Office Associate Lottery Regional Coordinator

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

35

How many of those were African American?

6

Please list position titles.

Office Associate (3) Lottery Sales Representative (3)

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

AFSCME Upward Mobility Program (UMP) The UMP provision in the collective bargaining agreement provides candidates a priority when filling vacancies.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The interview and selection staff is Rutan Certified and is mandated to follow all applicable Illinois Personnel Rules and Regulations and adheres to the applicable collective bargaining agreements. The Lottery EEO Officer reviews and signs off on all hiring and promotional IDHR monitors.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Staff sometimes utilizes random selection to narrow the open competitive list to between 7-10 candidates. An "every other" method is utilized. Depending on the size of the list, the number is divided to achieve a pool of 7-10 candidates. Every other, every 3rd, every 4th, or every 5th candidate will then be sent invitations to interview.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

5

How many were African American Veterans?

1

2017 State African American Employment Plan Survey

Agency: Military Affairs

Director/Secretary: MG Richard J. Hayes, Jr.

Submitted: 12/5/2016 2:52:31 PM

Certification: I Agree

Individual Information: Cory Yeager, Military Administrative Assistant, 1301 N MacArthur BLVD, Springfield, IL 62703, 217-761-3869, Cory.B.Yeager.MIL@MAIL.MIL

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
4	Professionals
0	Technicians
3	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
1	Skilled Craft Workers
14	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

6	Officials and Managers
52	Professionals
9	Technicians
35	Protective Service Workers
3	Para-Professionals
6	Office and Clerical
11	Skilled Craft Workers
103	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

224

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

A increase of 2 in the Professional category. A decrease of 1 in the Technician category. A increase of 1 in the Skilled Craft category. A increase of 1 in the Service-Maintenance category.

How many Human Resources staff does your agency have?

5

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

No training was provided due to budgetary constraints and staffing needs.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

4

Please list the position titles.

Military Executive Military Program Supervisor Military Maintenance Engineer Military Environmental Specialist

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

2

How many Rutan panel interviews were conducted during FY 16?

34

In how many Rutan panel interviews did African American interviewers participate?

4

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

N/A

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

35

Please list the position titles.

Military Environment Specialist Military Crash Fire Rescue Military Crash Fire Rescue III Military Judge Advocate Building Grounds Laborer Building Grounds Maintenance Worker Private Secretary II Military Cooperative Agreement Specialist Military Facilities Officer I

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

34

How many of those were African American?

3

Please list position titles.

Building Grounds Laborer Military Crash Fire Rescue

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

N/A

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

N/A

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

21

How many were African American Veterans?

8

2017 State African American Employment Plan Survey

Agency: Natural Resources

Director/Secretary: Wayne A. Rosenthal

Submitted: 12/1/2016 1:53:55 PM

Certification: I Agree

Individual Information: Franklin Johnson, EEO, One Natural Resource Way, 217 782-2662, jay.johnson2@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

3	Officials and Managers
9	Professionals
1	Technicians
0	Protective Service Workers
0	Para-Professionals
4	Office and Clerical
0	Skilled Craft Workers
3	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

202	Officials and Managers
332	Professionals
52	Technicians
112	Protective Service Workers
72	Para-Professionals
45	Office and Clerical
4	Skilled Craft Workers
198	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,138

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
2	Professionals
0	Technicians
14	Protective Service Workers
4	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The agency continues to monitor and study all minority numbers but continues to have difficulty in increasing diversity within the agency. The agency actively recruits and seeks minority candidates when opportunities arise. Most positions that are filled externally include Office Associate, Office Assistant, Civil Engineer, Well Inspector, Natural Resource titles, Site Technicians, etc.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes decreases in Officials/Administrators, Professionals, and Service Maintenance. Decreases were due to retirements, personnel changes in accordance with collective bargaining agreements and hiring lags.

How many Human Resources staff does your agency have?

11

How many of those Human Resources staff are minorities?

10

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Recruiting Staff attend various training sessions on equality in the workplace. Additionally, the EEO office has an active role in the hiring process within the Office of Human Resources to monitor hiring practices to ensure directives and goals are being addressed.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

2

Please list the position titles.

PSA

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

5

How many Rutan panel interviews were conducted during FY 16?

31

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The DNR, in cooperation with CMS, has developed new testing and examining procedures for professional titles which will increase candidate pool and recruitment opportunities. These changes will provide more frequent, faster exams and grading opportunities. The DNR has identified and developed DNR-specific titles to include more "trainee" opportunities that will provide a career path to full time, coded positions. Most positions filled externally include Office Associate, Office Assistant, Civil Engineer, Well Inspector, Natural Resource series titles, Site Technicians, etc. There were 3 African Americans hired in temporary positions.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

166

Please list the position titles.

Office Associate, Civil Engineer, Conservation Police Officer, Site Superintendent, Site Technicians, Account Technician, SPSA, PSA, Technical Advisor, Conservation Grants Administrator, Natural Resource Technician.

How many of those were African American?

7

Please include job titles that were vacated by African Americans.

Service Maintenance, Accountant, Office Associate.

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

45

How many of those were African American?

0

Please list position titles.

Chemist, SPSA, Site Supervisor, Information System Analyst, Office Associate, Geologist, Well Inspector, Natural Resource Advisor Specialist, Civil Engineer Trainee, Accountant. Executive II, Account Technician II, Store Keeper.

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

The majority of positions with the DNR are covered by a collective bargaining agreement and most are filled in accordance with those respective agreements. The Department continues to allow all staff to attend any requested self-development training in order to increase opportunities for advancement.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

28

How many of those were African American?

1

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

3

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO Officer and the Human Resources Director have partnered to develop a more proactive approach to recruitment and hiring. The EEO will continue to have an active role in the hiring process within the Office of Human Resources to monitor hiring practices to ensure directives and goals are being addressed.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The Department utilizes a computer program to generate the random selection of candidate numbers from open competitive, blind lists. If no minorities are selected from the random draw, either the Human Resources Director or the EEO Officer will make recommendations add candidates with minority status to the interview pool.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

From recommendation, the Department has sought ways to increase diversity overall on a statewide basis. The Human Resource Director and the EEO Officer have implemented new testing and examining procedures with CMS to address underutilization overall. These changes will allow the Department to actively recruit for DNR specific areas on a statewide basis and within a shorter timeframe.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Franklin Johnson (J.)

Title: PSA (EEO Officer & Recruiter)

Is this person an Executive senior staff member?: Yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The EEO officer actively meets with community leaders and organizations to discuss career opportunities within the Department. The EEO officer is a member of the Executive Staff of the Department, reports to the Director of the Department and attends all Executive Staff meetings to address overall hiring within the Department.

How many veterans were hired externally during the year?

1

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Office of Executive Inspector General

Director/Secretary: EIG Margaret A. Hickey

Submitted: 11/29/2016 3:01:31 PM

Certification: I Agree

Individual Information: David Morrison, Director of Ethics Training & Compliance / EEOO, 69 West Washington Street, Suite 3400, Chicago IL 60602, 312-814-1932, David.Morrison@Illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
5	Professionals
4	Technicians
0	Protective Service Workers
1	Para-Professionals
4	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

5	Officials and Managers
29	Professionals
23	Technicians
0	Protective Service Workers
4	Para-Professionals
10	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

71

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers

0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

N/A - The OEIG is an exempt non-code agency. However, the OEIG strives for and has a diverse workforce.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Professionals -1 Technicians +2

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

N/A - The OEIG is an exempt non-code agency. However, the OEIG strives for and has a diverse workforce.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

5

Please list the position titles.

Assistant Inspector General; Director of Information Technology & Computer Forensics; Deputy Inspector General; Deputy Director Ethics Training & Compliance; Ethics Training Program Manager.

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

N/A - The OEIG is an exempt non-code agency. However, the OEIG strives for and has a diverse workforce.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

14

Please list the position titles.

Investigator, Assistant Inspector General, Investigative Auditor, Administrative Account Clerk, Forensic Investigator, Administrative Assistant, Deputy Inspector General, Supervising Investigator

---

How many of those were African American?

2

Please include job titles that were vacated by African Americans.

Administrative Account Clerk, Assistant Inspector General

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

17

How many of those were African American?

3

Please list position titles.

Administrative Assistant, Analyst

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

N/A - The OEIG is an exempt non-code agency. However the OEIG strives for and has a diverse workforce.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

4

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

N/A - The OEIG is an exempt non-code agency.

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

N/A - The OEIG is an exempt non-code agency.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Pollution Control Board

Director/Secretary: Gerald M. Keenan

Submitted: 11/28/2016 12:57:36 PM

Certification: I Agree

Individual Information: Kathy Griffin, CFO / EEO, 1021 N. Grand Ave.,East Springfield, IL 62702, 217-524-8512, Kathy.Griffin@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

15	Officials and Managers
6	Professionals
0	Technicians
0	Protective Service Workers
3	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

23

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

1	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

When a vacancy occurs, the Board seeks qualified individuals through job postings, applications, and resumes.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

All administrative staff and management are aware of any areas where underutilization exists. Qualified candidates are sought to fill those vacancies when they occur.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Discussions are held with upper management regarding areas of underutilization.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

0

Please list the position titles.

N/A

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

2

How many of those were African American?

0

Please list position titles.

Public Service Administrator Administrative Assistant II

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

Due to the size of the Board there are not any promotional programs other than Upward Mobility for staff.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Vacancies are posted on the Work4Illinois website. Applications are accepted during that process. Vacancies are also shared with other IDHR liaisons.

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations were received.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Prisoner Review Board

Director/Secretary: Craig Findley

Submitted: 11/7/2016 9:25:08 AM

Certification: I Agree

Individual Information: Nikki Damhoff, Chief Administrative Officer / Personnel, 319 E. Madison, Suite A, Springfield, IL 62701, 217-782-7273, Nichole.Damhoff@Illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

1 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

3 Officials and Managers
3 Professionals
0 Technicians
0 Protective Service Workers
7 Para-Professionals
9 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

21

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

n/a

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Continuing education and training provided by CMS.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Executive I - Chief of Operations

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 16?

3

In how many Rutan panel interviews did African American interviewers participate?

3

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

n/a

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

1

Please list the position titles.

Office Administrator IV

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

n/a

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

3

How many of those were African American?

0

Please list position titles.

Office Associate, Office Assistant and Office Clerk

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

n/a

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Oversees and participates in the hiring process

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

n/a

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: n/a

Title: n/a

Is this person an Executive senior staff member?: n/a

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

n/a

How many veterans were hired externally during the year?

2

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Property Tax Appeal Board

Director/Secretary: Louis Apostol

Submitted: 11/30/2016 11:44:13 AM

Certification: I Agree

Individual Information: Becky Hesse, Fiscal Officer, 402 Stratton Office Building, Springfield, IL 62706, 217-557-0122, becky.hesse@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

5	Officials and Managers
16	Professionals
0	Technicians
0	Protective Service Workers
8	Para-Professionals
3	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

32

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

N/A

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

None

How many Human Resources staff does your agency have?

0

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

PTAB is a small agency with only 32 full-time staff. Job openings are very few and subject to budget appropriations. The Executive Director has encouraged management staff to consider African American candidates when job openings occur.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

N/A

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

1

Please list the position titles.

Office Coordinator

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

0

Please list position titles.

Private Secretary

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

With the exception of administrative personnel, all job categories are covered by the AFSCME Collecting Bargaining Agreement; promotional opportunities, and the upward mobility program, are covered within the contract language.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

1

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Property Tax Appeal Board is too small to calculate underutilization.

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

All minorities listed are selected as part of the random selection process.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations were made.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Public Health

Director/Secretary: Nirav D. Shah, MD, JD

Submitted: 11/18/2016 3:11:02 PM

Certification: I Agree

Individual Information: Robin A. Tucker, EEO/AA Officer & ADA Coordinator, 69 W. Washington Street, Suite 3500, Chicago, IL 60602, (312) 814-1041, robin.tucker@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

47	Officials and Managers
94	Professionals
3	Technicians
0	Protective Service Workers
7	Para-Professionals
6	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

323	Officials and Managers
626	Professionals
20	Technicians
0	Protective Service Workers
50	Para-Professionals
74	Office and Clerical
11	Skilled Craft Workers
8	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,112

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
2	Office and Clerical
0	Skilled Craft Workers

0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

In FY16 the agency had 70% fewer hires than in FY15; hence the decrease in African American hires. In FY16 11% of hires were African American. The following position titles were filled in FY16: Accountant Environmental Health Specialist Health Facilities Surveillance Nurse Health Facilities Surveyor Administrative Assistant Office Associate

---

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Overall, IDPH staff size decreased by 4% (46 employees) with a decrease in African Americans by 5% (9 employees): Official/Administrators - Increase of 3 Professionals - Decrease of 8 Technicians - Remained the same Paraprofessionals - Decrease of 1 Administrative Support - Decrease of 3 Skilled Craft - Remained the same Service Maintenance - Remained the same

---

How many Human Resources staff does your agency have?

10

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The EEO Officer, Office of Human Resources, Community Health Manager and Center for Minority Health provide information to Deputy Directors regarding mandates. Senior Staff is responsible for disseminating compliance documentation. The EEO Officer approves all hire and promotion monitor forms prior to the hiring decision. Rutan certified staff and others involved in the hiring and interview process are guided by the Office of Human Resources in the process.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

45

Please list the position titles.

Senior Public Service Administrator Public Service Administrator

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

43

How many Rutan panel interviews were conducted during FY 16?

144

In how many Rutan panel interviews did African American interviewers participate?

31

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

IDPH has participated in job and health fairs attended by African Americans and posted jobs with the Diversity Enrichment Office. In FY16 IDPH implemented a formal Internship Program to attract students to the field of public health with 9 African American students being hosted.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

120

Please list the position titles.

Senior Public Service Public Service Administrator Account Technician Accountant Administrative Assistant Cancer Registrar Clinical Lab Technologist Environmental Health Specialist Executive Executive Secretary Health Facilities Surveyor Health Facilities Surveillance Nurse HR Specialist Information Systems Analyst Methods & Procedures Advisor Management Systems Specialist Public Health Program Specialist Office Coordinator Office Assistant Office Associate Office Specialist Storekeeper

---

How many of those were African American?

23

Please include job titles that were vacated by African Americans.

Senior Public Service Administrator Public Service Administrator Health Facilities Surveillance Nurse Methods & Procedures Advisor Administrative Assistant Office Coordinator Office Associate

---

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

70

How many of those were African American?

10

Please list position titles.

SPSA PSA Chief Internal Auditor Health Facilities Surveillance Nurse Health Surveyor PH Program Specialist Administrative Assistant Accountant Vital Records Quality Control Inspector Oral Health Consultant Information Systems Analyst Methods & Procedures Advisor Statistical Research Specialist Switchboard Operator Office Coordinator Office Assistant Account Clerk Stores Clerk

---

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

Training opportunities are available to all staff via the I-TRAIN system; additional job related trainings are posted on the agency website. Interested bargaining unit employees may enroll in the Upward Mobility Program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

44

If your agency employed student workers/interns in FY 16, how many were African American?

9

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO Officer updates and forwards the underutilization report the Human Resources Office responsible for selecting candidates in the open competitive hiring process; participates in the Rutan interview process; and oversees the hire/promotion monitor process ensuring minority candidates in underutilized areas are selected to participate in the interview process.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The random selection of candidates from the open competitive list is based on the total number of applicants on the list and the number of positions being filled with the goal of yielding 10-15 candidates per position; when underutilization exists all relevant candidates are included. IDPH also utilizes CMS Credential Verification codes to assess the candidate's educational level and experience.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations were provided.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Robin A. Tucker

Title: EEO/AA Officer & ADA Coordinator

Is this person an Executive senior staff member?: No

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The liaison and supporting staff have participated in job and health fairs marketed to African Americans; and posted job opportunities with the CMS Diversity Enrichment Office. In addition, job opportunities are shared with a network of key African American Staff throughout the agency.

How many veterans were hired externally during the year?

7

How many were African American Veterans?

2

2017 State African American Employment Plan Survey

Agency: Racing Board

Director/Secretary: Domenic DiCera

Submitted: 11/7/2016 3:36:11 PM

Certification: I Agree

Individual Information: Jackie Clisham, Director of Operations, 100 W. Randolph; 5-700, 312-814-8787, jackie.clisham@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
2	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

8	Officials and Managers
12	Professionals
0	Technicians
0	Protective Service Workers
2	Para-Professionals
9	Office and Clerical
17	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

48

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Board completes and provides its annual AAP/EEO Plan to executive and other concerned staff. Accordingly, staff utilizes the plan to help guide its annual hiring and employee development and training goals.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes, one employee in the Office and Clerical category retired.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

During FY16 the Board worked with CMS and the A&R Shared Services Center, meeting monthly with ARSS staff to discuss human resources/personnel-related matters of the Board. ARSS oversaw hiring, interviewing and recruitment matters as described in the CMS State African American Employment Plan.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Chief Fiscal Officer

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 16?

1

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Board utilizes CMS programs and processes geared exclusively toward African American employees. As turnover is minimal within the Board, there are no positions that are frequently

filled.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

2

Please list the position titles.

Office Manager/Board Secretary; Office Assistant

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Office Assistant

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

1

How many of those were African American?

0

Please list position titles.

Field Operations Manager

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

The Board utilizes CMS programs and processes geared toward African-American employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

In FY16 all hiring activities were coordinated by the ARSS Center. The EEO officer submits the EEO/AA quarterly reviews and participates in the Hiring and Promotion Monitors.

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

There have not been any recommendations.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Revenue

Director/Secretary: Connie Beard

Submitted: 11/30/2016 10:23:28 AM

Certification: I Agree

Individual Information: John Nelson, EEO/AA Officer, 101 West Jefferson St, 6/500, Springfield, IL 62702, 217-524-9210, john.r.nelson@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

18	Officials and Managers
137	Professionals
13	Technicians
4	Protective Service Workers
11	Para-Professionals
13	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

234	Officials and Managers
887	Professionals
237	Technicians
13	Protective Service Workers
197	Para-Professionals
117	Office and Clerical
7	Skilled Craft Workers
4	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,491

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

At the end of June 2016, IDOR's African American employees totaled 197/13.21%. We have successfully recruited and seen hires from the recruitment for African Americans in the 3rd and 4th quarters of FY2016. We made a concentrated effort to reach out to African American community organizations to educate the area about IDOR career opportunities and the State hiring process. The hire percentages were as follows: 1st 0% 2nd 0%, 3rd 8.2%, and 4th 4.4%.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

There was a total of a 8 person loss of African Americans in total workforce numbers. The total workforce shrunk by 36 people. There was an increase of 4 in the Para-professional category, an increase of 2 in Office Clerical and 3 in Service Maintenance. The Professional and Technician categories saw a change in how we coded some of our staff and are not viable comparisons between FY2015 and FY2016.

How many Human Resources staff does your agency have?

71

How many of those Human Resources staff are minorities?

6

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Interview & Selection is handled by the Administrative & Regulatory Shared Services Center. All staff is certified to conduct Rutan interviews and also ensures any non-A&R SSC staff that are participating on the interview panel are also active Rutan Certified interviewers prior to conducting the interviews. Staff is also training on how to review the Open Competitive lists to determine the race of candidates, if the job category and region of the position being filled is underutilized, and ensures those candidates are invited to participate in the Rutan interview. The Director of HR and Labor meet with the Director of Revenue on a bi-weekly basis to discuss progress and action plans towards Agency goals. The EEO officer has been active in over 34 recruitment events from January 1st to June 30th, 2016.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

18

Please list the position titles.

Executive 2, Office Administrator 4, Office Administrator 5, Public Service Administrator, Revenue Audit Supervisor, Senior Public Service Administrator

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

12

How many Rutan panel interviews were conducted during FY 16?

479

In how many Rutan panel interviews did African American interviewers participate?

55

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

In order to increase minority hiring, IDOR posts all vacancies on the Work4Illinois website, notifies the Department of Human Rights and the minority organizations on its distribution list of openings. The Shard Services staff works the eligibility list when applicable and interview minority candidates on the list in the under utilization categories. The Shared Services Center also maintains a FACEBOOK page where people who follow the Shared Services Center can get up-to-date information on our job postings. IDOR Staff also attended many job fairs/employment workshops throughout the year. This year Illinois Department of Revenue instituted strategic workshops focused on identifying all positions which the department frequently hires from the general public. At these workshops, individuals are educated on how to complete their CMS 100s in order to acutely increase diversity on eligibility lists. The EEO officer has been active in over 34 recruitment events from January 1st to June 30th, 2016.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

216

Please list the position titles.

Accountant, Administrative Assistant 1&2, Appraisal Specialist 1, Electrician, Executive 2, GAAP Accountant, Human Resources Specialist, Information Systems Analyst 1 & 2, Laborer, Liquor Control Special Agent 1, Office Assistant, Private Secretary 1, Public Service Administrator, Reproduction Service Technician3, Revenue Auditor 1-3, Revenue Collection Officer 3, Revenue Senior Special Agent, Revenue Tax Specialist Trainee, Revenue Tax Specialist 1-3, Senior Public Service Administrator, Technical Advisor 2, Technical Adviser Advanced Program Specialist.

How many of those were African American?

21

Please include job titles that were vacated by African Americans.

Liquor Control Special Agent 1, Public Service Administrator, Revenue Tax Specialist 1&2, Revenue Collection Officer 3, Revenue Auditor 3.

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

152

How many of those were African American?

11

Please list position titles.

Revenue Tax Specialist Trainee, Office Assistant, Student Intern

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

The Department of Revenue shares the goal of the State of Illinois to provide employees in certain classifications with training and promotional opportunities through the Upward Mobility Program. AFSCME identifies and recruits employees for this program. In addition to the Upward Mobility Program, the Department established an internship program (Applied Studies Term) through the University of Illinois at Springfield, allowing participation in training programs through other state agencies. Additionally, the Department has a tuition reimbursement program.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

59

How many of those were African American?

14

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

7

If your agency employed student workers/interns in FY 16, how many were African American?

2

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Weekly meetings are held with the Chief of Staff, Human Resources staff, and the EEO Officer to review position vacancies and discuss underutilization. In addition, staff is trained on how to review the Open Competitive lists to determine the race of candidates, if the job category and region of the position being filled is underutilized, and ensures those candidates are invited to participate in the Rutan interview. The EEO Officer also conducts targeted recruitment through community organization partnerships and workshops.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

A random selection from an open competitive list is done by the interviewer selecting a pattern of some sort. It can be 2 names from each page of names, every 10th name, the fifth name from each page, etc. If we are interviewing for a category that is underutilized we try and pick a pattern that will include as many candidates that fall into the underutilized category as possible.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

The Department of Revenue has not received any specific recommendations provided by AAEP Advisory Council, CMS or the Auditor General. DHR notifies the Department of any underutilization and monitors the Department's effort to reach/maintain minority hiring goals.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: John Nelson

Title: EEO/AA Officer

Is this person an Executive senior staff member?: yes

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

In his IDOR liaison role, he attends the quarterly African American Employment Plan Advisory Council meetings to provide insight on hiring opportunities within the Department. Mr. Nelson also regularly coordinates strategic community and stakeholder hiring events/ workshops in addition to providing policy recommendations to IDOR senior leadership.

How many veterans were hired externally during the year?

16

How many were African American Veterans?

2

2017 State African American Employment Plan Survey

Agency: Sentencing Policy Advisory Council

Director/Secretary: Kathryn Saltmarsh

Submitted: 12/5/2016 5:21:19 PM

Certification: I Agree

Individual Information: same, Executive Direcctor , 401 S. Spring, #617, Springfield 62706, 217-558-4749, kathy.saltmarsh@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

2 Officials and Managers
4 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

6

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

None

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

0

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

SPAC has no recruitment staff. The Executive Director relies on the expertise of Public Safety Shared Services to guide compliance with the AAEP. Whenever SPAC has an opening outreach is targeted to traditionally African-American Universities and professional associations in addition to other methods of advertising positions.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Data Manager

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

1

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

SPAC does not have frequent turnover, however two positions were filled in FY2016. Neither were filled by African Americans. There were no specific implementation activities undertaken in 2016.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

1

Please list the position titles.

Research analyst

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

0

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

2

How many of those were African American?

0

Please list position titles.

Research Analyst & Senior Research Analyst

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

SPAC has no promotional programs of any kind. We have only two management positions.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

SPAC does not have an EEO office. We rely on Public Safety Shared Services for our personnel activities.

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

We are exempt from the Personnel Code, therefor the open competitive invitation process does

not apply to us.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: State Fire Marshal

Director/Secretary: Matt Perez

Submitted: 11/15/2016 10:53:21 AM

Certification: I Agree

Individual Information: Pamela Sargent, Executive II, 1035 Stevenson Drive, Springfield, IL 62703, 217/785-4717, Pam.Sargent@Illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
3	Professionals
2	Technicians
1	Protective Service Workers
1	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

21	Officials and Managers
56	Professionals
18	Technicians
17	Protective Service Workers
7	Para-Professionals
4	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

118

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Agency has not completed any studies during this reporting period.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

This year we increased the number of African Americans employed by our Agency by 1. Even though we had 1 African American in the Professionals Category retire, we increased our headcount with 2 African Americans both employed in the Technicians Category.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Human Resource functions are handled by the Public Safety Shared Services Center. Executive Staff and EEO Officer are aware of the Agency's underutilization categories.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

SPSA

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

1

How many Rutan panel interviews were conducted during FY 16?

12

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Agency continues to use the same hiring and promotional tools listed in our AA Plan. The Agency posts all vacancies on the Work4Illinois.gov and Employment Security Websites, notifies State of Illinois EEO Officers, agency employees, and all Legislators throughout the State of Illinois. Employment opportunities are available on our website with a link to Work4Illinois.gov.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

14

Please list the position titles.

Arson Investigator, PSA, SPSA, Boiler Safety Specialist, Executive II, Fire Prevention Inspector, Tech Advisor

---

How many of those were African American?

1

Please include job titles that were vacated by African Americans.

Fire Prevention Inspector

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

8

How many of those were African American?

2

Please list position titles.

Boiler Safety Specialist & Administrative Assistant I

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

Upward Mobility (AFSCME) and Tuition Reimbursement (pending union negotiations) programs are available to employees.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

Human Resource functions are handled by the Public Safety Shared Services Center. Executive Staff and EEO Officer are aware of the Agency's underutilization categories. The Agency posts all vacancies on the Work4Illinois.gov and Employment Security websites, notifies State of Illinois EEO Officers, agency employees, and all Legislators throughout the State of Illinois. Employment opportunities are available on our website with a link to Work4Illinois.gov.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations were provided.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: None

Title: None

Is this person an Executive senior staff member?: None

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: State Police

Director/Secretary: Director Leo Schmitz

Submitted: 11/30/2016 3:49:57 PM

Certification: I Agree

Individual Information: Lieutenant Christy White, EEO Officer, 801 S 7th Street, Suite 100-S, Springfield, IL 62703, 217/782-1282, Christy_White@isp.state.il.us

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

13	Officials and Managers
45	Professionals
22	Technicians
140	Protective Service Workers
19	Para-Professionals
18	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

157	Officials and Managers
539	Professionals
296	Technicians
1,421	Protective Service Workers
91	Para-Professionals
171	Office and Clerical
7	Skilled Craft Workers
18	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

2,700

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
3	Professionals
1	Technicians
34	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

Underutilization at the beginning of FY16 was 72 Women, 38 African Americans, 21 Hispanics, 24 Asians and 2 Native Americans. There were 4 opportunities and 1 or 25% (1 Hispanic) addressed this goal.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

During FY16, there were 4 New Hires and 25 Separations of African American employees, with a net decrease of 21 employees. EEO Categories of African American New Hires in FY16: 1 Office/Clerical, 2 Protective Services, 1 Service/Maintenance EEO Categories of African American Separations in FY16: 4 Office/Clericals, 6 Professionals, 8 Protective Services, 1 Service/Maintenance, 6 Technicians

---

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The ISP EEO Office provides underutilization information when filling positions. The EEO Office reviews all Hiring and Promotion Monitors, along with documentation justifying the selection, to ensure compliance. ISP Human Resource staff and the EEO Officer meet periodically to ensure compliance with CMS rules. The EEO Office provided Hiring and Promotion Monitor completion instructions to all divisions. The ISP incorporated the process within its policy and procedures (PER-009) to ensure the underutilization of minorities is considered. All Field Recruiters receive annual training by the EEO Officer regarding underutilization and diversity as well.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

36

Please list the position titles.

Captains, Lieutenants, Master Sergeants, Public Service Administrators and Senior Public Service Administrators

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

31

How many Rutan panel interviews were conducted during FY 16?

35

In how many Rutan panel interviews did African American interviewers participate?

13

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The ISP Recruitment Section attended 77 recruitment events/job fairs and 15 events for military personnel during FY16 in an effort to recruit minority applicants to code and sworn positions. In addition to events, ISP Recruitment has been utilizing social media through Twitter and Facebook to reach additional candidates. Two Physical Fitness Pre-Tests were offered and allowed the candidates to take the physical fitness test and receive feedback on the different components that make up the 4-part test. Additionally, the ISP Recruitment Unit disseminated ISP job postings electronically to our African American Community Outreach Network throughout the State at the time of posting. During FY16, the ISP hired 4 African American employees in the following EEO Job Categories: 1 Office/Clerical, 2 Protective Services, 1 Service/Maintenance

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

176

Please list the position titles.

Account Technician I, Accountant, Administrative Assistant I, Administrative Assistant II, Building/Grounds Laborer, Building/Grounds Maintenance Worker, Captain, Communications Equipment Technician I, Executive I, Executive II, Fingerprint Technician, Firearm Eligibility Analyst I, Forensic Scientist II, Forensic Scientist III, Forensic Services Administrator II, Forensic Scientist Trainee, Guard II, Information Services Specialist II, Information Systems Analyst I, Information Systems Analyst II, Laborer, Lieutenant, Master Sergeant, Methods and Procedures Analyst II, Office Administrator IV, Office Assistant, Office Associate, Office Coordinator, Office Specialist, Polygraph Examiner III, Public Service Administrator, Senior Public Service Administrator, Sergeant, Special Agent, Storekeeper II, Technical Advisor II, Telecommunicator Specialist, Telecommunicator Supervisor, Telecommunicator Trainee, Trooper, Truck Weighing Inspector

How many of those were African American?

25

Please include job titles that were vacated by African Americans.

Account Technician I, Administrative Assistant I, Building/Grounds Laborer, Executive I, Firearm Eligibility Analyst I, Forensic Scientist III, Guard II, Master Sergeant, Office Assistant, Special Agent, Sergeant, Telecommunicator Trainee, Trooper, Truck Weighing Inspector

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

40

How many of those were African American?

4

Please list position titles.

Building/Grounds Laborer, Guard II, Police Officer I, Telecommunicator Trainee

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

ISP civilian union employees are allowed and encouraged to participate in the Upward Mobility Program, which is a joint venture between State of Illinois and the American Federation of State County and Municipal Employees (AFSCME) Collective Bargaining Unit. ISP employees are allowed and encouraged to participate in a variety of career enhancement programs offered through the Illinois Training Clearinghouse and Mobile Team Unit (MTU) training conducted by the Illinois Law Enforcement Training and Standards Board (ILETSB). Tuition reimbursement is distributed to ISP employees based on specific union contractual agreements.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

5

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

112

If your agency employed student workers/interns in FY 16, how many were African American?

12

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The ISP Office provides underutilization information to work units as positions are being filled. The ISP EEO Officer reviews all Hiring and Promotion Monitors, along with documentation justifying the selection, to ensure compliance.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Public Safety Shared Services Center (PSSSC) staff handles the random selection of the open competitive hiring process and provides the names to the designated ISP Personnel Liaison for each division. PSSSC Staff start at the beginning of the open competitive list and count out every other one, two, three, etc., depending on the ideal number of candidates the ISP needs.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

No recommendations received.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Javaris Pratt

Title: Sergeant

Is this person an Executive senior staff member?: No

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Sergeant Pratt responds directly to requests from the ISP Director's Office requiring his expertise. These requests range from providing input on policy development and assisting with inter-agency

affairs to representing the Department at recruiting functions or outreach functions requiring his advice and input.

How many veterans were hired externally during the year?

6

How many were African American Veterans?

1

2017 State African American Employment Plan Survey

Agency: State Police Merit Board

Director/Secretary: Ronald P. Cooley

Submitted: 12/1/2016 12:00:55 PM

Certification: I Agree

Individual Information: Daniel Dykstra, Chief Legal Counsel, 531 Sangamon Avenue East, Springfield, IL 62702, 217-785-2620, ddykstra@ispmeritboard.org

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

2 Officials and Managers
3 Professionals
1 Technicians
0 Protective Service Workers
0 Para-Professionals
2 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

8

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

This agency is too small to calculate underutilization.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No.

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Agency follows all state mandates through the Illinois Department of Human Rights and meets quarterly with our DHR liason. The agency does not have any recruitment staff.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

There were no open positions and no persons hired.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

0

Please list the position titles.

N/A

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

Please list position titles.

N/A

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

There are none.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

1

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

This agency is too small to calculate underutilization.

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

There was no open competitive interview invitation process.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: N/A

Title: N/A

Is this person an Executive senior staff member?: N/A

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: State Retirement Systems

Director/Secretary: Timothy B. Blair

Submitted: 11/1/2016 8:48:23 AM

Certification: I Agree

Individual Information: Kelley Gray, Human Resource Manager, 2101 S. Veterans Parkway, Springfield, IL 62704, 217-785-7017, Kelley.Gray@SRS.Illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
2	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

17	Officials and Managers
57	Professionals
6	Technicians
0	Protective Service Workers
6	Para-Professionals
12	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

99

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

1	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

As of June 30, 2016, there were 3 African American employees, both in the Professional Category. When filling external positions under the Collective Bargaining Agreement externally, every effort is made to choose from the blind eligibility list from the ethnicity listed. Eligibility lists are used when there are no bidders with contractual rights to vacant positions and there are no viable candidates in the "Other Means" hiring priority.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No

How many Human Resources staff does your agency have?

1

How many of those Human Resources staff are minorities?

0

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Agency completes and posts its annual Affirmative Action/EEO Plan on the agency intranet for viewing and referral to Executive an all other concerned staff. Accordingly, staff actively utilizes the Plan in administering its complete HR and employee assistance functions, and to help guide its annual hiring and employee professional development and training goals.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

1

Please list the position titles.

Executive II

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

11

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The agency will continue to utilize the CMS posting system, announce vacancies to agencies/organizations throughout the state to increase diversity and fill vacancies with qualified minorities. The positions most frequently filled internally and externally were clerical positions. None were filled with African Americans due to no opportunity to interview due to the collective bargaining agreement.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

4

Please list the position titles.

Senior Public Service Administrator Public Service Administrator Pension & Death Benefits Technician II Human Resource Representative

---

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

None

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

14

How many of those were African American?

0

Please list position titles.

Account Technician II Accountant Administrative Services Worker Trainee Office Assistant Graphic Arts Designer Office Associate Office Coordinator Pension & Death Benefit Technician I Pension & Death Benefit Technician II Public Service Administrator

---

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

Upward Mobility, state sponsored training and tuition reimbursement.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

2

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The Human Resource Manager is also the EEO Officer and is responsible for compiling and submitting all EEO reports to the Department of Human Rights and is aware of under utilization in the EEO categories. When vacancies arise, every effort is made to fill those vacancies with an under utilized minority.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

Veterans preference is a priority. However, if no veterans appear on the blind eligibility list, minorities are selected as well as educational requirements of the position.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title: NA

Is this person an Executive senior staff member?: NA

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

NA

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Tax Tribunal

Director/Secretary: James M. Conway, Agency

Submitted: 11/30/2016 11:14:40 AM

Certification: I Agree

Individual Information: Kristene M. Callanta, Chief Administrative Officer, 160 N. LaSallle, Suite N-506, 312-814-4285, kristene.callanta@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

2 Officials and Managers
2 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

3

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Tax Tribunal submits Quarterly EEO/AA reports to the Dept. of Human Rights

---

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

No.

How many Human Resources staff does your agency have?

2

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Agency completed its annual Affirmative Action/EEO Plan in FY16 which was circulated to its entire staff. Accordingly, staff will use the Plan to ensure it is in compliance with all legislative mandates of the African American Employment Plan.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

0

Please list the position titles.

N/A

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

0

How many Rutan panel interviews were conducted during FY 16?

0

In how many Rutan panel interviews did African American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Tax Tribunal will utilize the CMS posting system to announce vacancies to agencies/organizations throughout the state to increase the diversity of qualified applicants. The Agency also submits Quarterly EEO/AA reports to the Dept. of Human Rights.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

0

Please list the position titles.

N/A

How many of those were African American?

0

Please include job titles that were vacated by African Americans.

N/A

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

0

How many of those were African American?

0

Please list position titles.

N/A

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

The Agency will utilize the CMS posting system to announce vacancies to agencies/organizations throughout the state to increase the diversity of qualified applicants

---

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

0

How many of those were African American?

0

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

0

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

While there are few opportunities to address underutilization, the Tax Tribunal will utilize the CMS posting system to announce vacancies to agencies/organizations throughout the state to increase the diversity of qualified applicants.

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

N/A

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

N/A

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

N/A

How many veterans were hired externally during the year?

0

How many were African American Veterans?

0

2017 State African American Employment Plan Survey

Agency: Transportation

Director/Secretary: Randall S. Blankenhorn

Submitted: 12/7/2016 12:52:28 PM

Certification: I Agree

Individual Information: Carlos Ramirez, Chief, Bureau of Civil Rights, 69 West Washington, Suite 2100, (312) 793-1443, Carlos.Ramirez@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

90	Officials and Managers
169	Professionals
80	Technicians
0	Protective Service Workers
15	Para-Professionals
3	Office and Clerical
0	Skilled Craft Workers
174	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

1,043	Officials and Managers
1,312	Professionals
536	Technicians
0	Protective Service Workers
135	Para-Professionals
40	Office and Clerical
70	Skilled Craft Workers
1,750	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

5,193

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
33	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

In 2016, the African American workforce population is 513 In 2015, the African American workforce population was 529 In 2014, the African American workforce population was 554 In 2013, the African American workforce population was 560 In 2012, the African American workforce population was 537

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

2016 2015 90
Officials/Managers 84 169
Professionals 186 80
Technicians 88 0 Protective Service
Workers 0 15 Para-Professionals 12
3 Office Clerical 3 0
Skilled Craft 0 174 Service
Maintenance 182

How many Human Resources staff does your agency have?

240

How many of those Human Resources staff are minorities?

52

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

Current staff has acquired skill in engaging populations of color through recruitment activities at career fairs, information sessions and professional meetings. Formal training in recruitment and diversity is being identified to enhance and expand on this skill set.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

16

Please list the position titles.

Civil Engineer VI 2 Civil Engineer VII 1 Civil Engineer IX 1 Technical Manager VI 9 Technical Manager VII 1 Technical Manager IX 1 Technical Manager X 1

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

99

How many Rutan panel interviews were conducted during FY 16?

392

In how many Rutan panel interviews did African American interviewers participate?

43

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

The Diversity and Recruitment Section focuses primarily on recruiting for CET and ET positions. Future plans include: 1) creating and growing new pipelines; 2) recruitment to fill other departmental needs created through retirement; 3) revitalizing the OOT program; 4) enhancing outreach efforts to Veterans; 5) increasing the number of Information sessions at Colleges and Universities with strong engineering programs during peak IDOT posting times. With the current transition of the Office into the Bureau of Personnel Management, outreach and hiring efforts to populations of color should be better coordinated. This transition includes the revision of diversity brochures and other media, and the evaluation of all programming and staff development with an eye toward introducing innovation and training where needed.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

381

Please list the position titles.

Account Tech I Accountant Accountant Advanced Admin Assistant I Admin Assistant II Aircraft Pilot I Aircraft Technician I Automotive Mechanic Bridge Tender Cartographer III Chemist V Civil Engineer Trainee Civil Engineer II Civil Engineer III Civil Engineer IV Civil Engineer V Civil Engineer VI Civil Engineer VII Deck Hand Electrical Engineer III Electrical Engineer IV Engineering Tech II Engineering Tech III Engineering Tech IV Engineering Tech V Executive Secretary I Executive Secretary II Executive Secretary III Ferry Operator I Heavy Const Equip Opr Highway Maintainer Human Resources Associate Hwy Maint Lead/Lead Wkr Internal Auditor I Land Surveyor IV Office Assistant Office Associate Office Coordinator Office Specialist Operations Supervisor I Operations Supervisor II Photogrammetrist IV Realty Specialist III Realty Specialist V Reproduction Services Tech II Safety Responsibility Analyst Sign Hanger Sign Hanger Foreman Storekeeper I Technical Manager I Technical Manager II Technical Manager III Technical Manager IV Technical Manager V Technical Manager VI Technical Manager VII Technical Manager VIII Technical Manager IX Technical Manager X Technical Advisor V

How many of those were African American?

40

Please include job titles that were vacated by African Americans.

Civil Engineer II Civil Engineer III Civil Engineer IV Engineering Tech II Engineering Tech III Engineering Tech IV Engineering Tech V Executive Secretary II Highway Maintainer Hwy Maint Lead/Lead Wkr Internal Auditor I Office Coordinator Technical Manager II Technical Manager IV Technical Manager V Technical Manager VII Technical Advisor V

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

666

How many of those were African American?

80

Please list position titles.

CIVIL ENGINEER II CIVIL ENGINEER III CIVIL ENGINEER IV CIVIL ENGINEER TRAINEE CIVIL ENGINEER V CIVIL ENGINEER VI ELECTRICAL ENGINEER III ENGINEERING TECH I ENGINEERING TECH II ENGINEERING TECH III ENGINEERING TECH IV HIGHWAY MAINTAINER HWY MAINT LEAD/LEAD WKR MANAGEMENT TECH I OPERATIONS COMM SPECIALIST II OPERATIONS SUPERVISOR II TECHNICAL MANAGER I TECHNICAL MANAGER III TECHNICAL MANAGER IV TECHNICAL MANAGER IX TECHNICAL MANAGER V

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you're agency's ability to increase the number of African Americans in supervisory and management positions.

Employees are encouraged to improve their technical competence by pursuing and successfully completing appropriate courses of study in addition to accomplishing their regular duties. Training and education development includes continuing education, leadership training and on-the-job development opportunities. In these areas, IDOT offers the following: Tuition Reimbursement Program. Quality training and education development services are intended to:• ensure employees continue to grow professionally,• provide for a knowledgeable, motivated and productive workforce,• improve employee skills, and• provide a pool of talented and qualified personnel to fill positions as needed. • Accelerated Leadership Proficiency Series (ALPS) • Executive Leadership Development Series (ELDS) • Growth and Training Education (GATE) • Professional Advancement of Career Engineers (PACE) • Special Training on Request (STOR) • Supervisor Training and Readiness Series (STARS)

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

12

How many of those were African American?

5

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

21

If your agency employed student workers/interns in FY 16, how many were African American?

1

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

During the hiring process, the EEO Officer, who also completes the annual Affirmative Action Plan, reviews all hiring and promotion monitors to ensure that the hiring process is being conducted in a fair and equitable manner, and is working toward remedying areas of underutilization.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

A blind listing of eligibles is requested from CMS with no candidate names provided. To ensure a manageable number of interviews from this listing, the Bureau Chief may decide to select every other eligible candidate or every fifth or tenth candidate on the list depending on the number of candidates provided. A new eligible list is then requested from CMS with the requested selection criteria and candidate names are then provided to DOT. Those candidates are all chosen for the

open competitive interview process for that position.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

Current working directives have been derived from the IDOT Departmental Vision Plan and Bureau of Personnel work objectives. Coordination of DRS with objectives from AAEP, DHR, CMS or Auditor General will be arranged where relevant. Retention of African American employees since 2013 has steadily decreased:DRS will analyze impediments to retention with a special emphasis on retention of CETs. 2012-2013 +23 2013-2014 -6 2014-2015 -25 2015-2016 -16

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: Oversight being determined

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

Liaison being determined

How many veterans were hired externally during the year?

93

How many were African American Veterans?

4

2017 State African American Employment Plan Survey

Agency: Veterans Affairs

Director/Secretary: Erica Jeffries

Submitted: 11/28/2016 9:54:25 AM

Certification: I Agree

Individual Information: Greg Dooley, EEO/ADA Officer, 833 S Spring Street, Springfield, IL 62794, 217-557-5667, greg.dooley@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

5	Officials and Managers
23	Professionals
25	Technicians
4	Protective Service Workers
107	Para-Professionals
2	Office and Clerical
0	Skilled Craft Workers
21	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

54	Officials and Managers
285	Professionals
154	Technicians
18	Protective Service Workers
482	Para-Professionals
47	Office and Clerical
24	Skilled Craft Workers
210	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

1,274

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
3	Professionals
0	Technicians
0	Protective Service Workers
2	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

As of June 30th, 2016, IDVA employed a total of 1,247 employees of which 187 were African Americans. IDVA hired and promoted several African Americans in the Officials and Administrators EEOC Category. Most notably our Chief of Staff which is a SPSA position. The previous FY, IDVA had a total of 183 African American employees for an increase of 4.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

Yes, there was an increase of four total.

How many Human Resources staff does your agency have?

18

How many of those Human Resources staff are minorities?

4

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The Illinois Department of Veterans' Affairs administrative staff responsible for recruitment and the selection process are all certified Rutan interviewers who are trained and mandated to follow all applicable State of Illinois Ethics and Personnel Code Rules and Regulations. These individuals keep their knowledge current by participating in CMS conducted personnel meetings, agency training/staff meetings and other training programs. In addition, there are multiple people involved in each interview and hiring initiative which provides a check and balance as well as an extra level of oversite.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

7

Please list the position titles.

Director Chief of Staff VSO Field Services Manager HR Rep VSO area managers

---

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

3

How many Rutan panel interviews were conducted during FY 16?

275

In how many Rutan panel interviews did African American interviewers participate?

10

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

Attended numerous job/career fairs throughout the year and continue to do so on a regular basis. The agency has expanded it's field services program to include employment recruitment assistance. Most of the vacancies we fill in this agency are typically Veteran Nurse's Assistants-Certified, RN's, LPN's and Veteran Service Officers in which several of them were filled with African American employees.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

180

Please list the position titles.

VNAC's, RN's, LPN's

How many of those were African American?

25

Please include job titles that were vacated by African Americans.

Unknown

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

150

How many of those were African American?

22

Please list position titles.

Unknown

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

IAW Section 303.390 of the CMS Personnel Rules, IDVA employees maybe eligible to participate in the tuition reimbursement program to further their career and professional developments. In addition, AFSCME-represented employees and in some cases non-represented employees may be eligible to receive career advancement services through the Upward Mobility Program. IDVA may also allow its employees to participate in the State of Illinois sponsored training programs.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

5

How many of those were African American?

2

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

4

If your agency employed student workers/interns in FY 16, how many were African American?

0

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The EEO office ensures that each of the Home's HR Liaisons send their hiring monitors once a selection is made and they're required to send a copy of the open competitive blind list (if used) for all new hires so that we can monitor their hiring practices.

If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection.

The EEO office and HR Staff review the underutilization report and the eligibility lists (open competitive) when making a determination on selection. If there is underutilization in any particular vacancy, those qualified minorities are always selected/invited for an interview.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: No

Title:

Is this person an Executive senior staff member?:

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

The EEO Officer/HR Staff are responsible for the recruitment of all minorities. We work closely with all the Home HR Liaisons to ensure we exhaust all means to become compliant with recruiting minorities.

How many veterans were hired externally during the year?

25

How many were African American Veterans?

2

2017 State African American Employment Plan Survey

Agency: Workers Compensation Commission

Director/Secretary: Joann M. Fratianni

Submitted: 12/7/2016 12:24:31 PM

Certification: I Agree

Individual Information: John M. Lagattuta, HR/Labor Relations director, 100 W. Randolph St., 8-329, Chicago, IL 60601, 312-814-6625, john.lagattuta@illinois.gov

---

As of June 30, 2016, provide the number of African Americans employed within each of the following EEOC categories:

8	Officials and Managers
18	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
18	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2016, provide the number of funded positions within each of the following EEOC categories:

29	Officials and Managers
77	Professionals
0	Technicians
0	Protective Service Workers
3	Para-Professionals
60	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2016, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

171

As of June 30, 2016, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories: Include specific position titles that were filled externally.

The Commission is not underutilized in this category.

Were there any increases or decreases in the number of African Americans within any of the EEO occupational categories from the prior fiscal year? If so, please provide specific details.

DNA

How many Human Resources staff does your agency have?

3

How many of those Human Resources staff are minorities?

1

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan? What training has been provided to recruitment staff to recruit African Americans? Please include information about the materials, dates of training and meetings with administrative and senior staff. If no training or materials were provided please explain why.

The HR staff was taught to work with Hiring and Promotion Monitors in order to determine whether a particular minority is underutilized. Once it is determined that there is an underutilization, managers with hiring ability are informed. Under current State hiring rules and laws, there are only a handful of positions where the Commission has independent control of hiring.

As of June 30, 2016, how many African Americans serve in senior or mid-level management (PSA and SPSA positions, for example) and executive positions within your agency?

6

Please list the position titles.

Executive Director PSA 8L Executive 1 PSA 1 PSA 2 PSA 1

As of June 30, 2016, how many Rutan certified interviewers in your agency were African American?

5

How many Rutan panel interviews were conducted during FY 16?

19

In how many Rutan panel interviews did African American interviewers participate?

5

List all agency activities undertaken in implementing the State African American Employment Plan to increase the number of African American employees including employment recruiting plan to fill positions internally and externally. Please list position titles that were frequently filled internally and externally including interns during the fiscal year and how many were filled by an African Americans.

African Americans are not underutilized at the Commission.

Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 16.

18

Please list the position titles.

Technical Advisor 3 SPSA 8L Office Coordinator 2 Office Clerk SPSA 1 Arbitrator Commissioner Technical Advisor 2 Executive 1 SPSA 2 Accountant Advanced

How many of those were African American?

3

Please include job titles that were vacated by African Americans.

Accountant Advanced Office Clerk Office Clerk

How many employees were hired during FY 16 and in what titles? Include new “off the street” hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, lateral moves, etc.

14

How many of those were African American?

6

Please list position titles.

PSA 3 Office Clerk Workers' Compensation Insurance Compliance Investigator

List promotional programs that provide African American employees with career ladder enhancement, self-development training, or otherwise enhance you’re agency’s ability to increase the number of African Americans in supervisory and management positions.

The Commission reimburses employees up to $1,000.00/year for training and college courses.

How many employees received tuition reimbursement and/or enrolled in the Upward Mobility Program?

2

How many of those were African American?

1

How many student workers/interns did your agency hire in FY 16? (Do not include trainee positions.)

4

If your agency employed student workers/interns in FY 16, how many were African American?

1

What activities does the EEO Office conduct/participate in during the open competitive hiring process to ensure that areas of underutilization for minority categories are being addressed?

The positions hired during the open and competitive hiring process are covered by Rutan. Therefore, there is nothing that the EEO Office can do legally to ensure that there is minority hiring.

If random selection of candidates was part of the open competitive interview invitation process describe your agency’s method of random selection.

The Commission is bound by and follows the Rutan hiring process required by law.

What recommendations were provided by the AAEP Advisory Council, DHR, CMS or the Auditor General regarding recruitment of African Americans and were any implemented by the agency?

None, because the Commission is bound by and follows the Rutan hiring process required by law.

Does your agency have a designated African American liaison who works with the African American community to recruit African Americans?

Name: DNA

Title: DNA

Is this person an Executive senior staff member?: DNA

What duties/activities does the African American liaison conduct/participate in relative to recruitment, staffing recommendations, agency policy making and involvement in the African American community?

DNA

How many veterans were hired externally during the year?

10

How many were African American Veterans?

8

Appendix 4

Illinois Department of Human Rights
Agency EEO/Affirmative Action Profiles

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department on Aging

Director: Jean Bohnhoff **EEO/AA Officer:** Melina Tomaras-Collins

Agency Workforce: 156 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER THROUGH FOURTH QUARTER (*7/1/15 THROUGH 6/30/16*)

Agency underutilization at the beginning of FY16 was 1 Asian. For minorities, during these quarters, there were no opportunities to address these goals. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 1 Asian. For minorities, during the year, there were no opportunities to address these goals. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goal.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Agriculture

Director: Raymond Poe **EEO/AA Officer:** Linda Rhodes

Agency Workforce: 334 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 28 Females, 6 African Americans, and 3 Asians. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 28 Females, 6 African Americans, and 3 Asians. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 African American) addressed these goals. For females, there was 1 opportunity that did not address this goal.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 28 Females, 5 African Americans, and 3 Asians. For minorities, during this quarter, there was one opportunity that did not address these goals. For females, there was 1 opportunity and 1 or 100% addressed this goal.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 27 Females, 5 African Americans, and 3 Asians. For minorities, during the quarter, there was 1 opportunity that did not address these goals. For females, there were was 1 opportunity that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 28 Females, 6 African Americans, and 3 Asians. For minorities, during the year, there were 4 opportunities and 1 or 25% (1 African American) addressed these goals. For females, there were 3 opportunities and 1 or 67% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Arts Council

Executive Director: Tatiana Gant **EEO/AA Officer:** Romie Muñoz

Agency Workforce: 8 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Capital Development Board

Executive Director: Jodi Golden **EEO/AA Officer:** Heather Humphrey

Agency Workforce: 122 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 9 Females and 1 Asian. For the minority goal, there were no opportunities to address this goal. For females, there were 3 opportunities and 3 or 100% addressed this goal. The agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 6 Females and 1 Asian. For the minority goal, there were no opportunities to address this goal. For females, there were 2 opportunities and 2 or 100% addressed this goal.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 4 Females and 1 Asian. For the minority goal, there were no opportunities to address this goal. For females, there were no opportunities to address this goal.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16*)

As of 4/1/16 agency underutilization was 4 Females and 1 Asian. For the minority goal, there were no opportunities to address this goal. For females, there was 1 opportunity that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 9 Females and 1 Asian. For minorities, during the year there were no opportunities to address this goal. For females, there were 6 opportunities and 5 or 83% addressed this goal. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goal and there were too few opportunities to address the female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Central Management Services

Acting Director: Michael M. Hoffman **EEO/AA Officer:** Fred Stewart,II

Agency Workforce: 1,401 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females		X	
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 68 Females, 7 African Americans, 30 Hispanics, and 1 Asian. For minorities, during this quarter, there were 8 opportunities, 2 or 25% (1 African American and 1 Hispanic) addressed these goals. For females, there were 16 opportunities and 7 or 44% addressed these goals. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 61 Females, 6 African Americans, 29 Hispanics, and 1 Asian. For minorities, during this quarter, there were 6 opportunities that did not address these goals. For females, there were 13 opportunities, 2 or 15% addressed this goal.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 59 Females, 6 African Americans, 29 Hispanics, and 1 Asian. For minorities, during this quarter, there were 9 opportunities, 2 or 22% ((2 African Americans) addressed these goals. For females, there were 10 opportunities, 2 or 20% addressed this goal.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 57 Females, 4 African Americans, 29 Hispanics, and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 6 opportunities and 4 or 67% addressed this goal. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 68 Females, 7 African Americans, 30 Hispanics, and 1 Asian. For minorities, during the year, there were 23 opportunities, 4 (3 African Americans and 1 Hispanic) or 17% addressed these goals. For females, there were 45 opportunities and 15 or 33% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [ ] Agency in non-compliance [X]

RECOMMENDATIONS/COMMENTS

This agency is at parity for people with disabilities. The agency's performance for minority goal compliance was 17%, which is lower than DHR's standard of 26%.The agency's performance for female goal compliance was 33%, which is lower than DHR's standard of 38%. The agency will be referred to the Department of Central Management Services (CMS) for training. The DHR Director will meet with the CMS Director to discuss the agency's EEO/AA program and suggestions for improving performance in this area.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Children and Family Services

Director: George H. Sheldon **EEO/AA Officer:** Daniel Fitzgerald

Agency Workforce: 2,642 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 2 Females, 2 Hispanics, and 63 Asians . For minorities, during this quarter, there were 4 opportunities and 1 or 25% (1 Asian) addressed these goals. For females, there were 2 opportunities and 2 or 100% addressed this goal. Agency achieved parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 2 Hispanics and 62 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 2 Hispanics and 62 Asians. For minorities, during this quarter, there were 12 opportunities and 5 or 42% (5 Asians) addressed these goals.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 2 Hispanics and 57 Asians. For minorities, during this quarter, there were 10 opportunities and 4 or 40% (1 Hispanic and 3 Asians) addressed these goals

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY16 was 2 Females, 2 Hispanics, and 63 Asians. For minorities, during the year, there were 28 opportunities and 10 or 36% (1 Hispanic and 9 Asians) addressed these goals. This agency achieved parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Civil Service Commission

Executive Director: Daniel Stralka **EEO/AA Officer:** Andrew Barris

Agency Workforce: 4 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Commerce and Economic Opportunity

Acting Director: Sean McCarthy **EEO/AA Officer:** Miguel Calderon

Agency Workforce: 293 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER THROUGH FOURTH QUARTER (*7/1/15* THROUGH 6/30/*16*)

Agency underutilization at the beginning of FY16 was 3 Asians. For minorities, during these quarters, there were no opportunities to address these goals. This agency is at parity for females and people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 3 Asians. For minorities, during the year, there were no opportunities to address these goals. This agency is at parity for females and for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*The agency had no opportunities to address the minority goals to consider for affirmative action evaluation.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Commerce Commission

Executive Director: Cholly Smith **EEO/AA Officer:** Leigh Ann Myers

Agency Workforce: 196 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 13 Females and 2 Asians. For minorities, during this quarter, there were 5 opportunities that failed to address these goals. For females, there were three opportunities, 1 or 33%, addressed the goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 12 Females and 2 Asians. For minorities, during this quarter, there was one opportunity that did not address minority goals. For females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 12 Females and 2 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For females, there were 2 opportunities that did not address this goal. This agency is at parity for people with disabilities.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 12 Females and 2 Asians. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For females, there was 1 opportunity, 1 or 100%, addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 13 Females and 2 Asians. For minorities, during the year, there were 9 opportunities that did not address these goals. For females, there were 6 opportunities, 2 or 33% that addressed this goal. This agency is at parity for people with disabilities.

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Corrections

Acting Director: John R. Baldwin **EEO/AA Officer:** Fernando Chavarria

Agency Workforce: 11,222 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 600 Females, 48 African Americans, 48 Hispanics, 39 Asians, and 5 American Indians. For minorities, during this quarter, there were 66 opportunities and 6 or 9% (5 African Americans and 1 Asian) addressed these goals. For females, there were 107 opportunities and 24 or 22% addressed this goal. This agency is underutilized by 265 people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 576 Females, 43 African Americans, 48 Hispanics, 38 Asians, and 5 American Indians. For minorities, during this quarter, there were 43 opportunities and 11 or 26% (5 African Americans, 2 Hispanics, and 4 Asians) addressed these goals. For females, there were 133 opportunities and 31 or 23% addressed this goal. This agency is underutililized by 264 people with disabilities.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 545 Females, 38 African Americans, 46 Hispanics, 34 Asians, and 5 American Indians. For minorities, during this quarter, there were 60 opportunities and 9 or 15% (3 African Americans, 3 Hispanics, and 3 Asians) addressed these goals. For females, there were 179 opportunities and 45 or 25% addresed this goal. This agency is underutililized by 263 people with disabilities.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 500 Females, 35 African Americans, 43 Hispanics, 31 Asians and 5 American Indians. For minorities, during this quarter, there were 41 opportunities and 5 or 12% (3 African Americans and 2 Asians) addressed these goals. For females, there were 94 opportunities and 29 or 31% addressed this goal. This agency is underutililized by 263 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 600 Females, 48 African Americans, 48 Hispanics, 39 Asians, and 5 American Indians. For minorities, during the year, there were 210 opportunities and 31 or 15% (16 African Americans, 5 Hispanics, and 10 Asians) addressed these goals. For females, there were 513 opportunities and 129 or 25% addressed this goal. This agency is underutililized by 263 people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*The agency did not meet the minimum compliance criteria for females due to the fact that there are few females in the applicant pool. Furthermore, when reviewing the female and male hiring data both are hired at a comparable rate. The agency has established recruitment program for all groups and has accomplished their performance measures that were outlined in their affirmative action plan. During FY16, the Local Workforce Investment Act (LWIA) program help the agency identify candidates for the Correctional Officer trainee position. The program has had good results and the agency has hired minorities that will address underutilization. This program has helped, with the increase in the participation of minorities and women, and is permanent and applied throughout the state. The agency continues to make a good faith effort by recruiting females and minorities by participating in job fairs and contacts with professional organizations. For these reasons, the agency was granted an exception.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Council on Developmental Disabilities

Acting Executive Director: Kimberly Mercer-Schleider **EEO/AA Officer:** Janinna Hendricks

Agency Workforce: 9 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Criminal Justice Information Authority

Executive Director: John Maki **EEO/AA Officer:** Luz Agosto

Agency Workforce: 66 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Deaf and Hard of Hearing Commission

Director: John Miller **EEO/AA Officer:** Tonia Bogener

Agency Workforce: 7 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Educational Labor Relations Board

Chairman: Andrea Waintroob

EEO/AA Officer: Renee Strickland

Agency Workforce: 9

Fiscal Year: 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*****This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance [X]

Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Emergency Management Agency

Director: James K. Joseph **EEO/AA Officer:** Kevin Moore

Agency Workforce: 174 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER THROUGH SECOND QUARTER (*7/1/15 THROUGH 12/31/15*)

Agency underutilization at the beginning of FY16 was 9 Females and 1 Asian. For minorities during these quarters, there were no opportunities to address these goals. For females during these quarters, there were no opportunities to address these goals. This agency is underutilized by 2 people with disabilities.

THIRD QUARTER (*1/1/16* THROUGH *3/31/16*)

As of 1/1/16, agency underutilization was 9 Females and 1 Asian. For minorities, there were no opportunities to address these goals. For females, there was 1 opportunity to hire, and 1 or 100% addressed this goal.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 8 Females, and 1 Asian. For minorities, there were no opportunities to address these goals. For females, there was no opportunity to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY16 was 9 Females and 1 Asian. For minorities, there were no opportunities to address these goals. For females, there was 1 opportunity and 1 or 100% addressed these goal. This agency is underutilized by 2 people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the female and disability goals, and no opportunities to address the minority goal.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Employment Security

Director: Jeffery D. Mays **EEO/AA Officer:** Anna D'Ascenzo

Agency Workforce: 1,103 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 4 Females, 1 Hispanic, and 2 Asians. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 Hispanic) addressed these goals. For females, there was 1 opportunity and 1 or 100% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 3 Females and 2 Asians. For minorities, during this quarter, there were no opportunities to address this goal. For females, during this quarter, there was 1 opportunity and 1 or 100% addressed this goal.

THIRD THROUGH FOURTH QUARTERS (*1/1/16 THROUGH 6/30/16)*

As of 1/1/16, agency underutilization was 2 Females and 2 Asians. For minorities, during these quarters, there were no opportunities to address this goal. For females, during these quarters, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY16 was 4 Females, 1 Hispanic, and 2 Asians. For minorities, during the year, there was 1 opportunity and 1 or 100% (1 Hispanic) addressed this goal. For females, there were 2 opportunities and 2 or 100% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

Agency achieved parity for Hispanics.

*There were too few opportunities to address the female and minority goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Environmental Protection Agency

Acting Director: Alec Messina **EEO/AA Officer:** Jill Johnson

Agency Workforce: 696 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginng of FY16 was 77 Females, 3 African Americans, and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 9 opportunities and 4 or 44% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 73 Females, 3 African Americans, and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were no opportunities to address this goal.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 73 Females, 3 African Americans, and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 3 opportunities and 1 or 33% addressed this goal.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 72 Females, 3 African Americans, and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were 4 opportunities and 4 or 100% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginng of FY16 was 77 Females, 3 African Americans, and 1 Asian. For minorities, during the year, there were no opporutnities to address these goals. For females, there were 14 opportunities and 9 or 64% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Financial and Professional Regulation

Secretary: Bryan A. Schneider **EEO/AA Officer:** Vivian Toliver

Agency Workforce: 432 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 1 African American and 10 Asians. For minorities, during this quarter, there were 4 opportunities and 3 or 75% (1 African American and 2 Asians) addressed these goals. The agency is at parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 8 Asians. For minorities, during this quarter, there were no opportunities to address this goal.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 8 Asians. For minorities, during this quarter, there were 3 opportunities that did not address these goals.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 8 Asians. For minorities, during this quarter, there were 3 opportunities that did not address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 1 African American and 10 Asians. For minorities, during the year, there were 10 opportunities and 3 or 30% (1 African American and 2 Asians) addressed these goals. Agency is at parity for females. This agency at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

During the year, the agency achieved parity for African Americans.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Office of the State Fire Marshal

Fire Marshal: Matt Perez **EEO/AA Officer:** Jodi Schrage

Agency Workforce: 116 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/14* THROUGH *9/30/15*)

Agency underutilization at the beginning of FY16 was 4 Females, 2 African Americans, 1 Hispanic, and 2 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, during this quarter, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 4 Females, 2 African Americans, 1 Hispanic, and 2 Asians. For minorities, during this quarter, there were no opportunities to address this goal. For females, during this quarter, there was one opportunity that did not address this goal.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 4 Females, 2 African Americans, 1 Hispanic, and 2 Asians. For minorities, during this quarter, there were no opportunities to address this goal. For females, during this quarter, there were no opportunities to address this goal.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16*)

As of 4/1/16, agency underutilization was 4 Females, 2 African Americans, 1 Hispanic, and 2 Asians. For minorities, during this quarter, there was one opportunity that did not address this goal. For females, during this quarter, there were no opportunities to address this goal.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Gaming Board

Administrator: Mark Ostrowski **EEO/AA Officer:** Karen Weathers

Agency Workforce: 170 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 15 Females, 1 Hispanic, and 3 Asians. For minorities, during this quarter, there was one opportunity, 1 or 100%, 1 Asian, addressed these goals. For females, there was one opportunity, 1 or 100%, addressed this goal. This agency is underutilized by 1 person with a disability.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 14 Females, 1 Hispanic, and 2 Asians. For minorities, during this quarter, there were 2 opportunities, 1 or 50%, 1 Hispanic that addressed these goals. For females, there were two opportunities that did not address this goal. This agency is underutilized by 1 person with a disability.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 14 Females and 2 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there were no opportunities to address this goal. This agency is underutilized by 1 person with a disability.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 14 Females and 2 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, during this quarter, there was one opportunity to address this goal, 1 or 100%, addressed the goal. This agency is underutilized by 1 person with a disability.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 15 Females, 1 Hispanic, and 3 Asians. For minorities, during the year, there were 3 opportunities to address these goals, 2 (1Hispanic and 1 Asian) or 67% addressed the goals. For females, there were 4 opportunities and 2 or 50% addressed this goal. This agency is underutilized by 1 person with a disability.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Guardianship and Advocacy Commission

Executive Director: Dr. Mary L. Milano **EEO/AA Officer:** Gia Orr

Agency Workforce: 94 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (*7/1/15 THROUGH 6/30/16*)

Agency underutilization for the beginning of FY16 was 2 Asians. For minorities, during the year, there were no opportunities to address this goal. This agency is at parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goal.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Healthcare and Family Services

Director: Felicia F. Norwood **EEO/AA Officer:** Derrick Davis

Agency Workforce: 1,983 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 1 Female, 2 African Americans, 2 Hispanics, and 3 Asians. For minorities, during this quarter, there were 4 opportunities and 2 or 50% (1 African American and 1 Hispanic) addressed these goals. For females, during this quarter, there was 1 opportunity and 1 or 100% addressed this goal. This agency achieved parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 1 African American, 1 Hispanic, and 3 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals.

THIRD QUARTER (*1/1/16* THROUGH *3/31/16*)

As of 1/1/16, agency underutilization was 1 African American, 1 Hispanic, and 3 Asians. For minorities, during these quarters, there were 2 opportunities and 1 or 50% (1 Hispanic) addressed these goals.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16*)

As of 10/1/15, agency underutilization was 1 African American and 3 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 1 Female, 2 African Americans, 2 Hispanics, and 3 Asians. During the year, there were 10 opportunities and 3 or 30% (1 African American and 2 Hispanics) addressed these goals. This agency is at parity for females. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

The agency is at parity for females and during the year the agency achieved parity for Hispanics.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Historic Preservation Agency

Director: Heidi Brown-McCreery **EEO/AA Officer:** Lori Tinsley

Agency Workforce: 140 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER THROUGH SECOND QUARTERS (*7/1/15* THROUGH 12/31/15)

Agency underutilization at the beginning of FY16 was 2 Females, and 2 African Americans. For females and minorities, there were no opportunities to address these goals during these quarters. This agency is underutilized by one person with a disability.

THIRD QUARTER (*1/1/16* THROUGH 3/31/16)

Agency underutilization as of January 1, 2016 was 2 Females, and 2 African Americans. For females, there were no opportunities to address these goals during these quarters. For minorities, there was one opportunity, 1 African American or 100%, addressed these goals. This agency is underutilized by one person with a disability.

FOURTH QUARTER (*4/1/16* THROUGH 6/30/16)

Agency underutilization as of April 1, 2016 was 2 Females, and 1 African American. For females, there were no opportunities to address these goals during these quarters. For minorities, there were no opportunities to address these goals. This agency is underutilized by one person with a disability.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 2 women and 2 African Americans. For minorities, during the year, there was 1 opportunity, 1 or 100% (1 African American) addressed this goal. There were no opportunities to address the female goals. This agency is underutilized by one person with a disability.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the female goals and too few to address the minority and disability goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Human Rights Commission

Executive Director: N. Keith Chambers **EEO/AA Officer:** Dr. Ewa I. Ewa

Agency Workforce: 18 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Human Rights

Acting Director: Janice Glenn **EEO/AA Officer:** Michelle Dirksen

Agency Workforce: 127 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER THROUGH FOURTH QUARTER (*7/1/15 THROUGH 6/30/16*)

Agency underutilization at the beginning of FY16 was 3 African Americans and 3 Asians. During these quarters, there no opportunities to address the minority goals. This agency is at parity for females. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 3 African Americans and 3 Asians. During the year, there no opportunities to address the minority goals. The agency is at parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goal.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Human Services

Acting Secretary: James T. Dimas **EEO/AA Officer:** Ganapathi Ramaswamy

Agency Workforce: 13,321 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 70 Females, 18 African Americans, 193 Hispanics, 154 Asians, and 1 American Indian. For minorities, during this quarter, there were 138 opportunities and 10 or 7% (3 African Americans, 6 Hispanics, 1 Asian) addressed these goals. For females, there were 12 opportunities and 6 or 50% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 64 Females, 15 African Americans, 187 Hispanics, 153 Asians, and 1 American Indian. For minorities, during this quarter, there were 153 opportunities and 20 or 13% (1 African American, 7 Hispanics, and 12 Asians) addressed these goals. For females, there were 8 opportunities to address this goal and 7 or 88% addressed this goal. In the second quarter, there were 9 additional hires of people with disabilities.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 56 Females, 14 African Americans, 180 Hispanics, 141 Asians, and 1 American Indian. For minorities, during this quarter, there were 113 opportunities and 11 or 10% (5 Hispanics, 2 African Americans and 4 Asians) addressed these goals. For females, there were 12 opportunities and 11 or 92% addressed this goal. There were an additional 17 hires of people with disabilities this quarter.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 45 Females, 12 African Americans, 175 Hispanics, 137 Asians, and 1 American Indian. For minorities, during this quarter, there were 39 opportunities and 6 or 15% (2 African Americans, 2 Hispanics,and 2 Asians) addressed these goals. For females, there were 3 opportunities and 3 or 100% addressed this goal. There were an additional 15 hires of people with disabilities this quarter.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 70 Females, 18 African Americans, 193 Hispanics, 154 Asians, and 1 American Indian. For minorities, during the year, there were 443 opportunities and 47 or 11% (20 Hispanics, 8 African Americans, and 19 Asians) addressed these goals. For females, there was 35 opportunities and 27 or 77% addressed this goal. This agency is at parity for people with disabilities and hired a number of employees with disabilities throughout the year.

FINDINGS

Agency in compliance [ ] Agency in non-compliance [X]

RECOMMENDATIONS/COMMENTS

This agency was at parity for people with disabilities at the beginning of the year and continued to hire during the year through the Successful Disability Opportunities program, which is to be commended. There were 35 opportunities to address female goals, and 27 or 77% addressed these goals, which exceeds the Department of Human Rights' (DHR) standard of 38% for female goal performance. The agency failed to meet the Department of Human Rights' standard for minority goals of 26%, and a referral will be made to the Department of Central Management Services for training. Because this is the third year in a row in which the agency failed to meet DHR's standard, the Department of Human Services (DHS) will be required to prepare and submit a corrective action plan. In addition, DHR's Director will meet with the DHS Secretary to discuss the agency's current EEO/AA program and suggestions for improving the agency's performance in this regard.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Independent Tax Tribunal

Director: James Conway

EEO/AA Officer: Kristene Callanta

Agency Workforce: 3

Fiscal Year: 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance [X]

Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Insurance

Acting Director: Anne Melissa Dowling **EEO/AA Officer:** Anne Marie Skallerup

Agency Workforce: 233 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 3 females. For minorities, the agency is at parity. For females, there were 3 opportunities and 1 or 33% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15* THROUGH *12/31/15*)

As of 10/1/15, agency underutilization was 2 females. For females, there was 1 opportunity and 1 or 100% addressed this goal.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 1 female. For females, there were no opportunities to address this goal.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16*)

As of 4/1/16, agency underutilization was 1 female. For females, there was 1 opportunity that addressed this goal. Achieved parity for females.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 3 females. For minorities, the agency is at parity. For females, the agency achieved parity. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

Agency is at parity for all affirmative action groups.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: State Board of Investment

Executive Director: William R. Atwood **EEO/AA Officer:** Alise White

Agency Workforce: 10 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*****This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Juvenile Justice

Acting Director: Jesse Montgomery

Acting EEO/AA Officer: Fernando Chavarria

Agency Workforce: 1,071

Fiscal Year: 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 94 Females, 7 Hispanics, and 29 Asians. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For females, there were 4 opportunities and 2 or 50% addressed this goal. This agency is underutilized by 9 people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 92 Females, 7 Hispanics, and 29 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For females, there were 23 opportunities and 15 or 65% addressed this goal. This agency is underutilized by 9 people with disabilities.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 77 Females, 7 Hispanics, and 29 Asians. For minorities, during this quarter, there were 17 opportunities and 1or 6% (1 Hispanic) addressed these goals. For females, there were 26 opportunities and 20 or 77% addressed this goal. This agency is underutilized by 8 people with disabilities.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 49 Females, 6 Hispanics and 29 Asians. For minorities, during this quarter, there were 21 opportunities and 1 or 5% (1Hispanic) addressed these goals. For females, there were 14 opportunities and 8 or 57% addressed this goal. This agency is underutilized by 7 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 94 Females, 7 Hispanics, and 29 Asians. For minorities, during the year, there were 41 opportunities and 2 or 5% (2 Hispanics) addressed these goals. For females, there were 67 opportunities and 45 or 67% addressed this goal. This agency is underutilized by 7 people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*The agency has established recruitment program for all groups and has accomplished their performance measures that was outlined in their affirmative action plan. During FY16, the agency EEO/AA Officer developed a Local Workforce Investment Act (LWIA) pilot program (outreach workshops) that would help the agency identify candidates for the Juvenile Justice Specialist intern position. The agency has also worked with the African American, Asian, and Hispanic Employment Plan Councils, Chinese American Service League in Chicago, sponsored the Asian American Heritage month in Chicago, and outreach with faith based organizations to recruit minorities, etc. The agency continues to make a good faith effort by recruiting females and minorities by participating in job fairs and contacts with professional organizations. For these reasons, the agency was granted an exception.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Labor

Director: Hugo Chaviano **EEO/AA Officer:** Ann Pufundt

Agency Workforce: 85 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 1 Female, 1 Hispanic, and 1 Asian. For minorities and females, during this quarter, there were no opportunities to address these goals. At the beginning of the year, the agency was at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/14, agency underutilization was was 1 Female, 1 Hispanic, and 1 Asian. For minorities, during this quarter, there were no opportunities to address this goal. For females, there was one opportunity, 1 or 100% addressed this goal. The agency is at parity for people with disabilities.

THIRD QUARTER THROUGH FOURTH QUARTER (*1/1/16 THROUGH 6/30/16*)

As of 1/1/16, agency underutilization was 1 Hispanic, and 1 Asian. For minorities, during these quarters, there were no opportunities to address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 1 Female, 1 Hispanic, and 1 Asian. For minorities, during the year, there were no opportunities to address these goals. For females, there was 1 opportunity and 1 or 100% addressed this goal. This agency is at parity for Females and people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*****There were no opportunities to address minority goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Labor Relations Board

Executive Director: Melissa Mlynski **EEO/AA Officer:** Carla Stone

Agency Workforce: 14 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Law Enforcement Training and Standards Board

Executive Director: Brent Fischer **EEO/AA Officer:** Anthony Raffety

Agency Workforce: 19 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Lottery

Acting Director: Gregory Smith **EEO/AA Officer:** Peter Romano

Agency Workforce: 153 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER THROUGH FOURTH QUARTER (*7/1/15* THROUGH *6/30/16*)

Agency underutilization at the beginning of FY16 was 2 Females. For Females during these quarters, there was one opportunity that did not address this goal. This agency is at parity for minorities and people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 2 Females. For minorities, during the year, there was one opportunity that did not address this goal. This agency is at parity for females and people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address female goals this year.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Medical District Commission

Executive Director: Suzet McKinney, DrPh, MPH **EEO/AA Officer:** Kesner Bienvenu

Agency Workforce: 12 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Military Affairs

Adjutant General: Richard J. Hayes Jr. **EEO/AA Officer:** Anthony L. Boster

Agency Workforce: 224 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER THROUGH FOURTH QUARTER (*7/1/15 THROUGH 6/30/16*)

Agency underutilization at the beginning of FY16 was 16 Females and 1 Hispanic. For minorities and females, there were no oportunities to address these goals. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 16 Females and 1 Hispanic. For minorities and females, during the year, there were no opportuniteis to address these goals. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority and female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Natural Resources

Director: Wayne A. Rosenthal **EEO/AA Officer:** Franklin Johnson

Agency Workforce: 1,126 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 145 Females, 47 African Americans, 19 Hispanics, and 5 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there was 1 opportunity and 1 or 100% addressed these goals. The agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 144 Females, 47 African Americans, 19 Hispanics, and 5 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For females, there was 1 opportunity and 1 or 100% addressed these goals. The agency was at parity for people with disabilities.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 143 Females, 47 African Americans, 19 Hispanics, and 5 Asians. For minorities, during this quarter, there was one opportunity that failed to address these goals. For females, there was one opportunity that did not address this goal.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 143 Females, 47 African Americans, 19 Hispanics, and 5 Asians. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For females, there were 6 opportunities and 5 or 83% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 145 Females, 47 African Americans, 19 Hispanics, and 5 Asians. For minorities, during the year, there were 2 opportunities that did not address these goals. For females, there were 9 opportunities and 7 or 78% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address minority or female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: State Police

Director: Leo P. Schmitz **EEO/AA Officer:** Lieutenant Christy White

Agency Workforce: 2,700 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15* THROUGH 9*/30/15*)

Agency underutilization at the beginning of FY16 was 72 Females, 38 African Americans, 21 Hispanics, 24 Asians, and 2 American Indians. For minorities, during this quarter, there were 2 opportunities and or 50% (1 Hispanic) addressed these goals. For females, there was 1 opportunity and 1 or 100% addressed this goal. This agency is underutililized by 23 people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 71 Females, 38 African Americans, 20 Hispanics, 24 Asians, and 2 American Indians. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For females, there was 1 opportunity that did not address these goals. This agency is underutililized by 21 people with disabilities.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 71 Females, 38 African Americans, 20 Hispanics, 24 Asians, and 2 American Indians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For females, there were no opportunities to address goals. This agency is underutililized by 21 people with disabilities.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 71 Females, 38 African Americans, 20 Hispanics, 24 Asians, and 2 American Indians. For minorities, during this quarter, there were no opportunies to address these goals. For females, there were no opportunities to address this goal. This agency is underutililized by 21 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 72 Females, 38 African Americans, 21 Hispanics, 24 Asians, and 2 American Indians. For minorities, during the year, there were 5 opportunities and 1 or 20% (1 Hispanic) addressed these goals. For females, there were 2 opportunities and 1 or 50% addressed this goal. This agency is underutililized by 21 people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address female, minority, and people with disabilities goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: State Police Merit Board

Executive Director: Ronald P. Cooley **EEO/AA Officer:** Jenny Thornley

Agency Workforce: 6 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Pollution Control Board

Executive Director: Thomas Johnson **EEO/AA Officer:** Kathryn L. Griffin

Agency Workforce: 23 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	**X**		
2. Met minimum compliance criteria:			
a. Minorities	**X**		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	**X**		
4. Appropriate EEO/AA training programs.	**X**		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	**X**		
6. Timely submission of required reports.	**X**		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			**X**
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	**X**		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	**X**		

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 1 female. The agency is at parity for minorities. For females, there was one opportunity, and 1 or 100%, to address this goal. The agency is now at parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [**X**] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Prisoner Review Board

Chairman: Craig Findley **EEO/AA Officer:** Nichole Damhoff

Agency Workforce: 23 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Property Tax Appeal Board

Executive Director: Louis Apostol **EEO/AA Officer:** Becky Hesse

Agency Workforce: 30 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	**X**		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	**X**		
4. Appropriate EEO/AA training programs.	**X**		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	**X**		
6. Timely submission of required reports.	**X**		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			**X**
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	**X**		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	**X**		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than ten employees in any of the EEO job categories. Any analysis conducted with a value of less than ten would be considered unreliable.

The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Public Health

Director: Nirav D. Shah, M.D., J.D. **EEO/AA Officer:** Robin Tucker-Smith

Agency Workforce: 1,112 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 3 African Americans, 3 Hispanics, and 3 Asians. For minorities, during this quarter there was 1 opportunity and 1 or 100% (1 Hispanic) addressed this goal. The agency is at parity for females. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15)*

As of 10/1/14, agency underutilization was 3 African Americans, 2 Hispanics, and 3 Asians. For minorities, during this quarter, there was 1 opportunity that did not address these goals.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16)*

As of 1/1/16, agency underutilization was 3 African Americans, 2 Hispanics, and 3 Asians. For minorities, during this quarter, there was 1 opportunity that did not address these goals.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 3 African Americans, 2 Hispanics, and 3 Asians. For minorities, during this quarter, there were 5 opportunities that did not address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 3 African Americans, 3 Hispanics, and 3 Asians. For minorities, during the year, there were 8 opportunities and 1 or 13% (1 Hispanic) addressed these goals. The agency is at parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Racing Board

Executive Director: Domenic DiCera **EEO/AA Officer:** Jackie Clisham

Agency Workforce: 12 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (*7/1/15* THROUGH *6/30/16*)

Agency underutilization at the beginning of FY16 was 2 Females. For females, there were no opportunities to address this goal during these quarters. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address this goal.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: State Retirement Systems

Executive Secretary: Timothy B. Blair **EEO/AA Officer:** Kelley Gray

Agency Workforce: 99 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:	*		
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 4 Females and 1 African American. For minorities, during this quarter, there were no opportunities to address this goal. For females, during this quarter, there were no opportunities to address these goals. The agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 4 Females and 1 African American. For minorities, during the quarter, there was 1 opportunity that failed to address this goal. For females, during this quarter, there were no opportunities to address these goals.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 4 Females and 1 African American. For minorities, during the quarter, there was 1 opportunity that did not address these goals. For females, there was one opportunity, 1 or 100%, addressed the goal.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16*)

As of 4/1/16, agency underutilization was 3 Females and 1 African American. For minorities and females, during the quarter, there were no opportunities to address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 4 Females, and 1 African American. For minorities, during the year, there were 2 opportunities that did not addresse these goals. For females, during the year, there was 1 opportunity, 1 or 100%, addressed these goals. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were two few opportunities to address minority or female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Revenue

Director: Constance Beard **EEO/AA Officer:** John Nelson

Agency Workforce: 1,491 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 3 Females, 12 Hispanics, and 6 Asians. For minorities, during this quarter, there was 1 opportunity to hire and 1 Asian,or 100%, addressed these goals. For females, during this quarter, there were no opportunities to address these goal. The agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 3 Females, 12 Hispanics, and 5 Asians. For minorities, during the quarter, there was 1 opportunity that did not address these goals. For females, during this quarter, there was 1 opportunity that did not address these goals.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 3 Females, 12 Hispanics, and 5 Asians. For minorities, during the quarter, there were 4 opportunities, 1Hispanic or 25%, addressed these goals. For females, during this quarter, there were no opportunities to address these goals.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16*)

As of 4/1/16, agency underutilization was 3 Females, 11 Hispanics, and 5 Asians. For minorities, during the quarter, there were no opportunities to address these goals. For females, during the quarter, there were no opportunities to address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 3 Females, 12 Hispanics, and 6 Asians. For minorities, during the year, there were 6 opportunities and 2 or 33% (1 Hispanic and 1 Asian), addressed these goals. For females, during the year, there was 1 opportunity that did not address the goals.The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address minority and female goals. The agency hired from the Successful Disability opportunities list, which is commendable.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Transportation

Secretary: Randall Blankenhorn **EEO/AA Officer:** Carlos Ramirez

Agency Workforce: 5,009 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 937 Females, 41 African Americans, 132 Hispanics, 24 Asians, and 1 American Indian. For minorities, during this quarter, there were 2 opportunities that failed to address these goals. For females, there were 9 opportunities and 4 or 44% addressed this goal. This agency is underutilized by 124 people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, agency underutilization was 933 Females, 41 African Americans, 132 Hispanics, 24 Asians, and 1 American Indian. For minorities, during this quarter, there were 3 opportunities and 1 or 33% (1 Hispanic) addressed these goals. For females, there were 10 opportunities and 3 or 33% addressed this goal. This agency is underutilized by 124 people with disabilities.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, agency underutilization was 930 Females, 41 African Americans, 131 Hispanics, 24 Asians, and 1 American Indian. For minorities, during this quarter, there were 4 opportunities and 3 or 75% (3 African Americans) addressed these goals. For females, there were 27 opportunities and 13 or 48% addressed this goal. This agency is underutililized by 124 people with disabilities.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, agency underutilization was 917 Females, 38 African Americans, 131 Hispanics, 24 Asians, and 1 American Indian. For minorities, during this quarter, there was one opportunity and 1 or 100% (1 African American) addressed these goals. For females, there were 50 opportunities and 13 or 26% addressed this goal. This agency is underutililized by 121 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY16 was 937 Females, 41 African Americans, 132 Hispanics, 24 Asians, and 1 American Indian. For minorities, during the year, there were 10 opportunities and 5 or 50% (4 African Americans and 1 Hispanic) addressed these goals. For females, there were 96 opportunities and 33 or 34% addressed this goal. This agency is underutililized by 121 people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*The agency does a good job in addressing its minority goals; however, its goal for people with disabilities remains high, 121. Next year, the agency should make use of the Successful Disability Opportunities program when it has code vacancies. The female performance level was 34%, which is slightly lower than the DHR standard of 38%. Because the agency failed to make significant progress towards its disability and female goals, the DHR Director will meet with the Department of Transportation's Secretary to discuss its EEO/AA program and suggestions to improve performance in this area.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Veterans' Affairs

Acting Director: Erica L. Jeffries **EEO/AA Officer:** Greg Dooley

Agency Workforce: 1,274 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/15 THROUGH 9/30/15*)

Agency underutilization at the beginning of FY16 was 3 Females, 15 African Americans, 16 Hispanics, and 5 Asians. During this quarter, there were 8 opportunities to address the minority goals, 2 African Americans, or 25%, addressed these goals. During this quarter, there were no opportunties to address the female goals. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/15 THROUGH 12/31/15*)

As of 10/1/15, underutilization was 3 Females, 13 African Americans, 16 Hispanics, and 5 Asians. During this quarter, there were 11 opportunities, 3 African Americans, or 27% , addressed the minority goals. For females, during this quarter, there were no opportunities to address these goals. This agency is at parity for people with disabilities and this quarter hired two individuals from the Successful Disability Opportunities list.

THIRD QUARTER (*1/1/16 THROUGH 3/31/16*)

As of 1/1/16, underutilization was 3 Females, 10 African Americans, 16 Hispanics, and 5 Asians. During this quarter, there was one opportunity that failed to address the female goals. For minorities, during this quarter, there were 10 opportunities, 1 African American, or 10%, addressed these goals. The agency is at parity for people with disabilities, and hired 2 people with disabilities this quarter.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16)*

As of 4/1/16, underutilization was 3 Females, 9 African Americans, 16 Hispanics, and 5 Asians. For minorities during this quarter there were 12 opportunities, 2 (1Hispanic and 1 African American), or 17%, that addressed these goals. For females during this quarter there were two opportunities that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 3 Females, 15 African Americans, 16 Hispanics, and 5 Asians. For minorities, there were 40 opportunities and 8, or 20%, (7 African Americans and 1 Hispanic) addressed these goals. For females, there were 3 opportunities that did not address this goal. This agency is at parity for people with disabilities and hired several times from the Successful Disability Opportunities list this year.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

The agency is at parity for people with disabilities and had too few opportunities to evaluate in regards to addressing female affirmative action performance. The agency did a good job of using the Successful Disability Opportunities program. For minorities, 8 out of 41 hires, or 20% addressed goals. This performance fails to meet DHR's standard for minorities, however, the agency documented a good faith effort, and many of the hires were in areas where minority populations are low. The agency is commended on its recruitment program and outreach.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Workers' Compensation Commission

Chairman: Joann M. Fratianni **Interim EEO/AA Officer:** John Lagattuta

Agency Workforce: 171 **Fiscal Year:** 2016

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH THIRD QUARTERS (*7/1/15 THROUGH 3/31/16*)

Agency underutilization at the beginning of FY16 was 2 Asians. During these quarters, there were no opportunities to address this goal. Agency is at parity for females. The agency is at parity for people with disabilities.

FOURTH QUARTER (*4/1/16 THROUGH 6/30/16*)

As of 4/1/16, agency underutilization was 2 Asians. During this quarter, there was 1 opportunity that did not address this goal

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY16 was 2 Asians. During the year, there was 1 opportunity that did not address the minority goal. The agency is at parity for females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS: *There were too few opportunities to address the minority goal.

Printed by the Authority of the State of Illinois. Printed on Recycled Paper
15 copies IOCI 17-0335 01/17