



# FY 2023

## African American Employment Plan Report



### **Purpose of This Report**

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

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

This report serves as the plan to ensure diversity, equity and inclusion for African American persons employed or seeking employment in State government. In accordance with 20 ILCS 30/15 and 20 ILCS 405/405-123, the Illinois Department of Central Management Services (CMS), submits the following report to the Illinois General Assembly on or before February 1, 2024.



## **Letter from Raven A. DeVaughn, CMS Acting Director**

### **Honorable Members of the General Assembly:**

The Illinois Department of Central Management Services (CMS) is dedicated to working toward achieving a state work force that reflects the rich diversity of our state's residents. This objective directly aligns with our primary goal of ensuring that all Illinois residents have full, equitable access to the services and opportunities the State provides.

This report shares FY23 State employment insights demonstrating a snapshot of our workforce demographics along with highlighting the State's efforts to support diversity in state hiring and employee retention.

We are committed to supporting all state agencies in their efforts to achieve equitable personnel operations. In 2023, CMS strengthened the team that supports the Employment Plan Advisory Councils by expanding from two to eight staff members. Additionally, CMS increased its budget for outreach and recruitment with the goal of meeting the community where they are. We continue to partner with the Governor's Office of Equity to ensure that enterprise-wide efforts are streamlined and complementary.

These objectives and defined action items will guide our efforts in the new fiscal year. We will continue to build upon the success of the goals we have achieved toward a more diverse and representative workforce for the State of Illinois.

We look forward to our continued collaboration with the Illinois General Assembly as well as the Employment Advisory Councils to meet our goals as we endeavor on this journey to foster and further an inclusive and diverse working environment that reflects the people we serve.

Respectfully,



Raven A. DeVaughn  
Acting Director  
Illinois Department of Central Management Services

## **Table of Contents**

Executive Summary.....5

Illinois’ Government Workforce Representation for African Americans .....6

Diversity in Interviews.....8

Hires by Agency.....10

Agency Survey Responses .....11

Efforts and Opportunities in Outreach and Recruitment.....11

Internships.....19

African American Employment Plan: Goals for 2024.....29

African American Employment Plan Advisory Council.....31

Governing Authority.....35

Methodology.....36

Data Sourcing .....37

Appendix.....42

### Executive Summary

The FY23 African American Employment Plan Report provides an analysis of fundamental data to indicate the progress of efforts to develop the State of Illinois as a diverse, inclusive, and accessible employer. Annual data comparisons of current State employees are provided to gauge the success of creating a workforce that reflects the diversity of our State and a workplace that provides equitable opportunities for all.

CMS Diversity & Inclusion produces this report by presenting an annual survey to agencies in accordance with Civil Administrative Code [20 ILCS 405](#). Of the surveys disseminated in FY23, CMS D&I received a total of 49 responses. These responses are factored into authoring enterprise-wide goals and coordinating the efforts of the African American Employment Plan Advisory Council.

A stronger foundation in FY23 allowed CMS to scaffold previous efforts and provide tools for all agencies to use in reaching their African American recruitment goals. In 2022, CMS Diversity & Inclusion updated the annual survey to include an opportunity for agencies to demonstrate efforts with qualitative and quantitative evidence. During FY23, agencies were invited to present on their recruitment goals for feedback and recommendations from the African American Employment Plan Advisory Council. This new alignment created a space for benchmarking individual agency efforts and enterprise-wide gains.

CMS was proud to demonstrate its commitment to support the efforts of the African American Employment Plan Advisory Council and this realignment by hiring the inaugural African American Employment Plan Coordinator in 2023.

While this report indicates a positive trend in representation over the past five years, the State of Illinois still has a demonstrable need for improvement. CMS Diversity & Inclusion continues its efforts into FY24 as a curator of tools and resources for all agencies in their recruitment of African American employees within the State of Illinois.

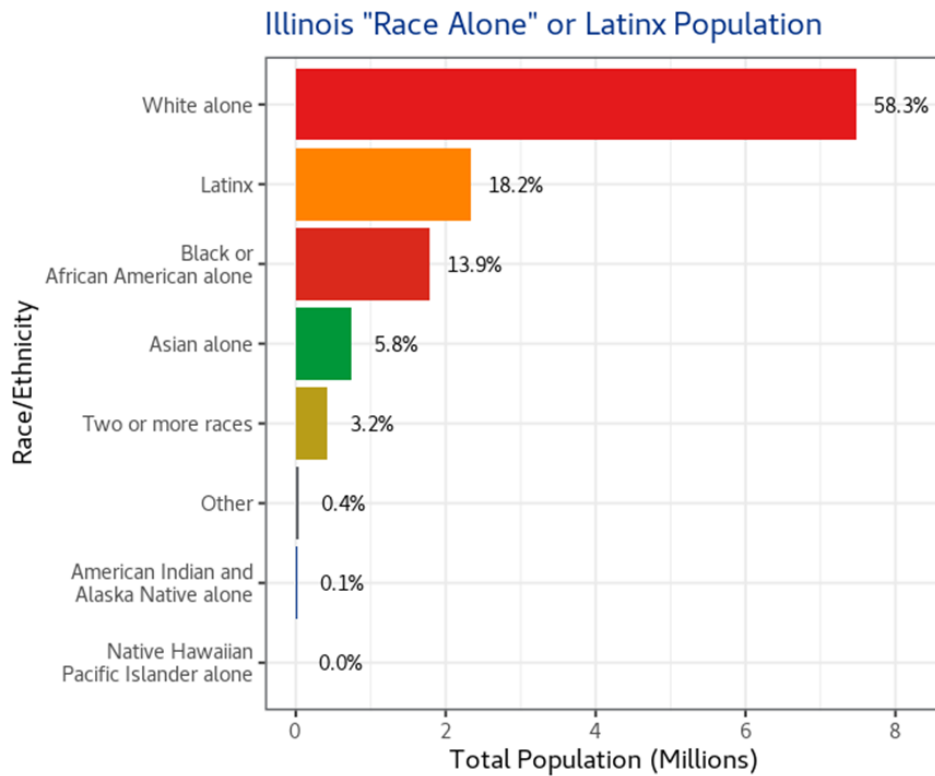


## Illinois' Government Workforce Representation of African Americans

As the State's lead in people functions, CMS' role in ensuring that Illinois' workforce reflects its diverse population is imperative. Hence, reaching, informing, and connecting with diverse qualified candidates only strengthens the team of the more than 45,000 individuals who make up the State's workforce.

The latest Illinois population trends from the U.S. Census offer important context to better understand the State's focus on diversifying its career opportunities. The 2020 census reported that Illinois' population was about 12.81 million. That was a decrease of about 18,000 from the 2010 census (12.83 million), a difference of -0.1%.

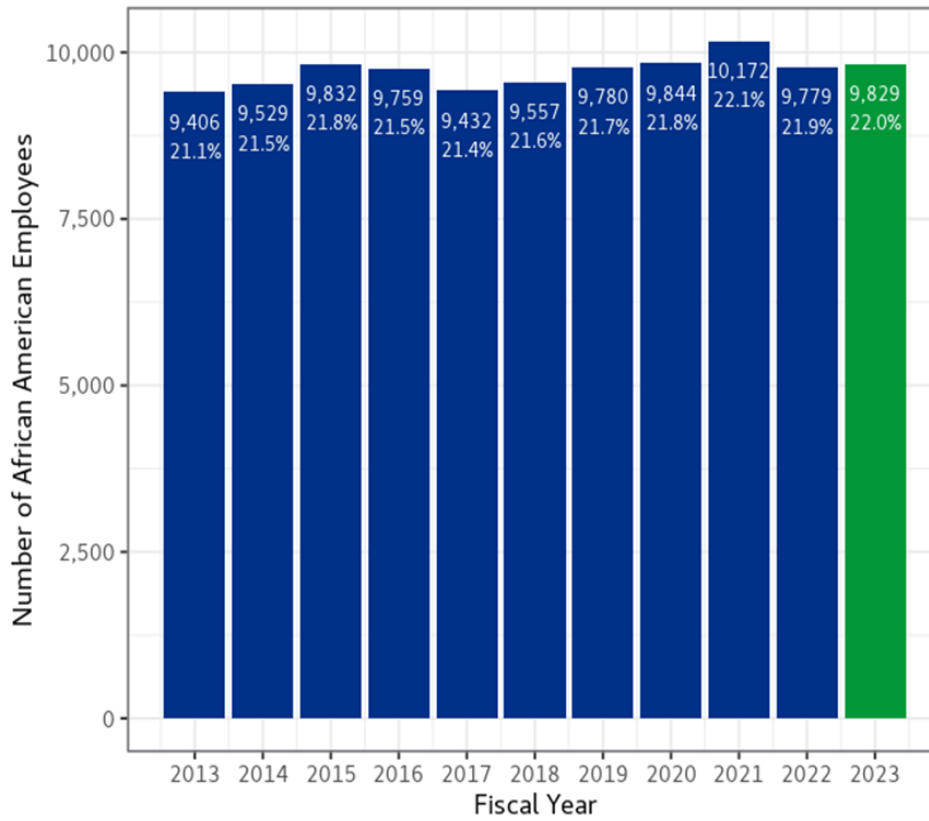
The chart below illustrates the diverse population groups represented in the State with the census categories Race Alone and Latinx (ethnicity). Many individuals may choose to respond to more than one racial or ethnic category. This is referred to by the census as the *alone or in combination* population, which is the method used to report individual population numbers.



Source: 2020 Census PL 94-171 File

The *African American alone or in combination* population in Illinois is 15.4% or about 1,979,100 people. The chart below illustrates the African American population group in representation in the State work force.

Number of African American State Employees



Source: CMS Personnel Mainframe

The State’s employment insights show the percentage of total employees who identify as African American changed from FY22 to FY23, from 21.9% (9,779) to 22.0% (9,829).

### Diversity in Interviews

A total of 169,804 applicants for agency postings and 4,963 structured interview panels convened were reported by agencies that completed the survey. As the SuccessFactors online application system deploys new segments, it is expected that the CMS data team can better gather this enterprise-wide data and include identity-specific total numbers of applicants who were offered a position.

### Applicant Data

Of those 169,804 applicants:

- A total of 79,527 (46.8%) candidates identified as African American, Hispanic, Native American and/or Asian American
- A total of 52,651 (31%) candidates identified as African American

A total of 8,782 candidates were invited to interview of which 1,495 (17%) identified as African American.

### Interview Panel Data

Effective January 1, 2022, [20 ILCS 405/405-123](#) requires that each State agency shall establish the goal of increasing diversity on interview panels. The objective is to increase State employment opportunities provided to women, minority persons, and persons referenced in the goals of the African American Employment Plan.

Of the 4,963 structured interview panels, a total of 357 (7.1%) included one or more interviewers that identified as African American.

As of June 30, 2023, a total of 5,005 employees were certified by CMS to conduct structured interviews. Of those employees:

- A total of 1,596 (31.9%) certified employees identified as African American, Hispanic, Native American and/or Asian American
- A total of 746 (14.9%) certified employees identified as African American

A total of 416 employees' responsibilities routinely included selecting job candidates for interviews. Of those employees:

- A total of 228 (54.8%) identified as African American, Hispanic, Native American and/or Asian American
- A total of 69 (16.5%) identified as African American





**African American New Hire Profile**

During FY23, 27.8% (1,013) of new hires onboarded identified as African American. 2.8% (28) of the new African American hires onboarded in FY23 were senior-level staff (exempt employees, positions appointed by the Governor).

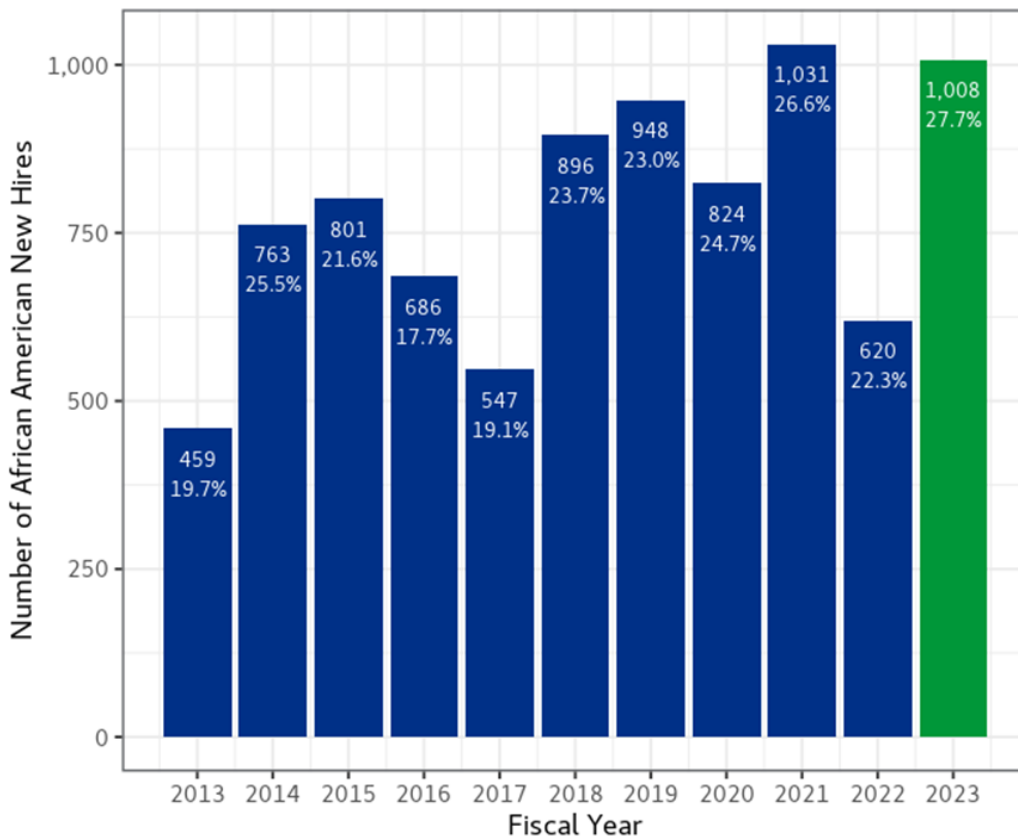
There are other code-covered senior-level positions at the State; those titles include Senior Public Service Administrator and Public Service Administrator. In FY22, there were a combined 576 African Americans in both categories, compared to 619 in FY23.

As for gender comparisons, in FY23, 71.3% of new African American employees onboarded were female hires, compared to the statewide female hire rate of 55.8%. In total, as of the end of FY23, 69.5% (6,834) of African American State employees were women, compared to 50.8% of all State employees.

Of the new African American hires in FY23, there were 3.3% (33) who were also veterans, compared to the statewide rate of 6.2% all new hires. As of the end of FY23, a total of 10.2% (1,002) of African American State employees were veterans, compared to 14.8% of all State employees.

The table below illustrates the number of new African American hires.

**Number of African American New Hires to State**



Source: CMS Personnel Mainframe

**Hires by Agency**

The following tables provide a look at how African American employees are represented within agencies according to data collected by CMS in FY23 (July 1, 2022 – June 30, 2023).

**Representation of New African American Hires by Agency in FY23**

*Ascending order for top five agencies with African American new hire representation.*

	Agency	Number of New African American Employees	Total Agency New Hires	% of New Hires (African American)
1	Human Services	476	1,149	41.4%
2	Children & Family Services	156	354	44.1%
3	Corrections	105	745	14.1%
4	Veterans Affairs	42	127	33.1%
5	Healthcare & Family Services	33	142	23.2%

**Representation of Total African American Employees in FY23 by Agency**

*Ascending order for top five agencies with African American employee representation.*

	Agency	Total Number African American Employees	Total Agency Employees	% of Total Agency Employees (African American)
1	Human Services	4,674	13,043	35.8%
2	Corrections	1,423	11,772	12.1%
3	Children & Family Services	1,186	2,992	39.6%
4	Healthcare & Family Services	317	1,694	18.7%
5	Employment Security	304	1,041	29.2%

**Agency Survey Responses**

As part of the annual employment plans, CMS includes survey responses from agencies on a variety of topics ranging from recruitment and hiring to employee professional development.

Of agencies responding to the Employment Plan Survey, 16 reported having a liaison to the African American community and 29 did not. Agencies were asked if that liaison had decision making authority in four areas; 12 agencies reported that the liaison had decision making authority in African American recruitment; 3 with hiring/promotion authority; and 3 for interviews.

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

Question	Total	African American	Percent
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2023?	5,005	746	14.9%
How many employees in your agency received tuition reimbursement in FY2023?	74	14	18.9%
How many paid interns did your agency hire during fiscal year 2023?	243	46	18.9%
How many interns did your agency hire during fiscal year 2023?	281	39	13.9%
How many interns did your agency hire during fiscal year 2023 who were unpaid and did not work in exchange for educational credit?	27	1	3.7%

**Efforts and Opportunities in Outreach & Recruitment**

CMS recognizes there is a prime opportunity to strengthen relationships with African American advocacy and career development organizations across the State. When asked, agencies responded having a total number of 56 African American employees responsible for recruitment and outreach efforts; 69 African American employees routinely included in selecting job candidates for interviews; 4 agencies have African American employees who are policy makers.

Agencies that indicated that they did not liaise with organizations as part of their diversity and inclusion efforts are identified in the table below.

<b>Agency</b>
Agriculture
Arts Council
Capital Development Board
Civil Service Commission
Commission on Equity and Inclusion
Criminal Justice Information Authority
Emergency Management Agency
Guardianship & Advocacy Commission
Healthcare & Family Services
Illinois Housing Development Authority
Juvenile Justice
Labor Department
Labor Relations Board – Educational
Military Affairs
Pollution Control Board
Prisoner Review Board
Public Health
Racing Board
Tax Tribunal
Veterans Affairs
Workers Compensation Commission

Agencies that listed partner organizations include:

Agency	Organizations
Aging	Illinois Association of Hispanic State Employees (IAHSE); IDoA DEI Committee
Central Management Services	Arlington Heights Library; Black Action in Public Policy Studies; Catalyst Career Group; Centro for Hispanic & Immigrant Community Opportunities, Decatur; Cass County Welcome Center; Chicago American Indian Community Collaborative (CAICC); Delta Sigma Theta - East St. Louis Recruitment Fair; Dynamic Productions LLC – Puerto Rican Festival; Greater Kankakee Black Chamber of Commerce; Hanul Family Alliance; Heartland Community College; Hispanic Alliance for Career Enhancement (HACE); Hispanic Women of Springfield Organization; Illinois LATino Council on Higher Education (ILACHE); Kankakee Public Library; Kankakee Workforce Center; Interagency Committee on Employees with Disabilities (ICED); Latino Social Worker’s Organization; Lincoln Public Library; Mexican Consulate in Chicago; National Able Network; Near West American Job Center in Pilsen; North Suburban Cook County American Job Center; Pilsen Neighborhood Community Council – Fiesta del Sol; Pilsen Neighbors Community Center; Puerto Rican Bar Association; St. Kateri Center of Chicago - (Serving Native American Community); The Chicago Urban League; University of Chicago's Harris School: Hire Black Harris; Will County Work Force Center; Ombudsman West High School; United States Hispanic Leadership Institute (USHLI); Illinois African American Employment Plan Advisory Council; Illinois Asian American Employment Plan Advisory Council; Illinois Asian American State Employees Association (IAASEA); Illinois Association of Hispanic State Employees (IAHSE); Illinois Association of Minorities in Government (IAMG); Springfield/Sangamon Growth Alliance; Springfield Chamber of Commerce, CAP 1908

<p>Children &amp; Family Services</p>	<p>Chicago City Classic Scholarship Foundation – HBCU; Rosaland Cease Fire; The Black Community Provider Network; Springfield Urban League; Chicago Urban League; Rainbow Push Foundation; Peoria Urban League; Englewood Street Alternative Project; Illinois Legislative Black Caucus Foundation; Chicago Defender Bud Billiken Foundation; Chicago Area Project; Englewood 16th Ward Community Affairs; Alpha Phi Alpha Fraternity Incorporated; Delta Sigma Theta Sorority Incorporated; Illinois District of Church of God in Christ; Chicago Salvation Army; Chinese American Service League; Chinese Mutual Aid Association; South Asian American Policy and Research Institute; Apna Ghar, Inc; Indo-American Center; Midwest Asian Health Association; Project Vision; Pui Tak Center; Chinese Christian Union Church; Muslim Community Center; Coalition for a Better Chinese American Community; Chinese American Museum of Chicago; Chinatown Chamber of Commerce; Asian Americans Advancing Justice – Chicago; Hana Center; KAN-WIN; Vietnamese Association of Illinois; Compañeros en Salud – Aurora; Elgin Hispanic Network – Elgin; Coalición Latinos Unidos de Lake County – Waukegan; Community Alliance - Melrose Park; Quad Cities Hispanic Chamber – Rock Island; Coalition of Latino Leaders – Belvidere; Western Avenue Community Center – Bloomington; Hispanic Women of Springfield, The Latino Roundtable of Southwestern Illinois - East St. Louis; Hispanic Leaders Group of Greater St. Louis, Marshall Square Resource Network – Chicago; Illinois Migrant Council; Latino Social Workers Organization; Illinois Association of Hispanic State Employees (IAHSE); Hispanic Alliance for Career Enhancement (HACE); Illinois Latino Council on Higher Education (ILACHE); Illinois Hispanic Chamber of Commerce; Little Village Chamber of Commerce; HispanicPro Network – Chicago; National Latino Educational Institute – Chicago; Latino Youth High School - Chicago); Central States SER – Chicago; Latin American Recruitment &amp; Education Service (UIC); University of Illinois Career Services; Illinois Coalition for Immigrant and Refugee Rights; St Augustine College; Chicago City Colleges – Adult Education Program; Peruvian Festival; Pilsen Neighbors – Fiesta del Sol; Puerto Rico Parade Committee - Puerto Rican Festival; State Senator Omar Aquino Health Fair; Parent University Resource Fair; Day of the Child Parade &amp; Festival; Chicago Public Schools American Indian Education Festival - American Indian Center; Chicago American Indian Collaborative Education Conference; Northwestern University Native American &amp; Indigenous Student Alliance - Powwow; St. Kateri Center - Powwow and CPS American Indian Education Program Celebration; American Indian Center of Chicago’s Back to School - Powwow; 30th Annual Potawatomi Trails - Powwow</p>
---------------------------------------	--

Commerce & Economic Opportunity	Illinois Association of Hispanic State Employees (IAHSE)
Corrections	IDES/Workforce; Salvation Army; Goodwill Industries; CMS; Illinois Association of Hispanic State Employees (IAHSE); Latino Caucus of Illinois; Latino Roundtable; NAACP; Illinois Asian American State Employees Association; Asian American Employment Plan Advisory Council; African American Employment Plan Advisory Council; Urban Native Education Conference; Chicago American Indian Collaborative; Midwest SOARRING Foundation; Yellow Ribbon; high schools, colleges, universities, vocational schools, military events, recruiting during drill weekends, community events, and resources fairs
Deaf & Hard of Hearing Commission	Chicagoland Black Deaf Advocates; Illinois Association of the Deaf; Illinois Deaf Latino Association
Employment Security	EEOPWDT; Illinois Association of Hispanic State Employees (IAHSE); Hispanic Employment Plan Advisory Council; Asian American Employment Plan Advisory Council; African American Employment Plan Advisory Council; Native American Employment Plan Advisory Council; Equip for Equality Disability Rights Consortium; Equip for Equality Illinois ADA Project; Jewish United Fund; Illinois Language Justice Coalition; IDES Legal Aid Roundtable; IDES Diversity, Equity, Inclusion, & Accessibility Employee Forum; Illinois Disability Access Coordinators Committee; Illinois Language Access Coordinator Committee; The Chicago Lighthouse; Chicago Hearing Society; St. Patrick Veteran Center; Sauk Valley Area Chamber of Commerce; Quad Cities Veteran’s Network; Chicago Cook Workforce Partnership; Catholic Charities; HIRE Chicago; Schaumburg Business Association; Misericordia; Coalition of African American Workers; Children’s Home and Aid.
Environmental Protection Agency	University of Illinois Urbana-Champaign Agricultural, Consumer and Environmental Sciences, Millikin University, Bradley University, Illinois Association of Hispanic State Employees (IAHSE), University of Illinois Engineering, University of Illinois Springfield Career Connection, IDES, Decatur Conference Center
Financial and Professional Regulation	Illinois Department of Employment Services (IDES); Harper College; Workforce Center of Will County; Illinois National Guard; Yellow Ribbon; Prairie State College – Veteran’s Resource Department

Gaming Board	DuPage College; Illinois Department of Employment Security; Coalition for a Better Chinese American Community (CBCAC); Chicago Urban League; Lake County Workforce Development; African American Employment Plan Advisory Council; Workforce Service Division of Will County; Community Outreach Coordinator for the Illinois Senate Staff; Handshake; Illinois Community Colleges; Illinois APEX Accelerator Program
Human Rights	Illinois Association of Hispanic State Employees (IAHSE)
Human Rights Commission	Mexican American Legal Defense and Educational Fund (MALDEF)
Human Services	IDES; community churches, community workforce centers, colleges and universities, chamber of commerce, community libraries
Innovation and Technology	CMS; Employment Plan Advisory Councils; IDES; Handshake; Capital Area Career Center; Rapid Response; State Representative and Senator sponsored events; colleges, career service offices, and chambers of commerce
Insurance	Illinois Association of Hispanic State Employees (IAHSE); IDES workNet
Investment Board	New America Alliance; Women Investment Professionals (WIP); National Association of State Treasurers (NAST); National Association of Securities Professionals (NASP); Blacks in Government (BIG); John Rogers Internship Program - University of Chicago
Labor Relations Board	CMS
Law Enforcement and Standards Board	CMS
Lottery	DHR; IHEA
Natural Resources	Hispanic Women of Springfield; Illinois Association of Hispanic State Employees (IAHSE)
Property Tax Appeal Board	Various Bar Associations in the Chicago area



<p>Revenue</p>	<p>Chicago Urban League; Springfield Boys &amp; Girls Club; Lanphier High School; Latino Policy Forum; Illinois Asian American State Employees Association; Veterans Affairs Work Study Program; Roll Call Chicagoland; Native Indian American Chicago Public School Association Inner Voice Chicago; Chicago Veterans; Asian American Chamber of Commerce of Illinois; University of Illinois Urbana-Champaign - Asian American and Cultural Center; Northern Illinois University – Asian American Resource Center; Chinese American Service League; Asian Human Services; Asian American Resource and Cultural Center (AARCC); Wounded Warrior Project; Inner Voice; City Year Chicago Org; California Indian Manpower Consortium Inc.; Blue Shamrock Services; Pyramid Partnership Inc.; Metropolitan Family Services; Internships 4 Diversity; Jack and Jill of America Inc.; Poder Works Organization; Erie Neighborhood House Organization; Cook County Veterans Commission; Veterans Pathway to Home; Governors State University Veterans Affairs; Jesse Brown Veterans Affairs Community Resource Referral Center; U.S. Department of Labor VETS Program; Central States SER Little Village Veterans Regional Office Vocational Rehabilitation Program</p>
<p>State Board of Education</p>	<p>Springfield Urban League; Chicago Urban League; Illinois Association of Minorities in Government; Illinois Association of Hispanic State Employees (IAHSE); National Association for the Advancement of Colored People (NAACP) Springfield Branch; American Indian Center; Asian American Institute; Korean American Community Services; Midwest Association of Hispanic Accountants (DePaul University); National Black MBA Association; El Valor.</p>
<p>State Board of Elections</p>	<p>Bradley University; University of Illinois Springfield; Eastern University; Illinois Association of Hispanic State Employees (IAHSE); Illinois Wesleyan University; Illinois Department of Human Rights; Springfield Urban League; Black Woman's Bar Association; Chicago Lawyer's Committee for Civil Rights; McHenry County Workforce Board; Illinois WorkNet Center; The Job Center WIOA Program; Lake County Workforce Development; DuPage Workforce Development; Shawnee Development Council; Southern Illinois Workforce Development; Election Centers National Job Board</p>
<p>State Fire Marshal</p>	<p>CMS; IDHR; The Morton Group; Illinois Association of Hispanic State Employees (IAHSE)</p>

State Police	Illinois Association of Black Law Enforcement Officers (ABLE) Hispanic Illinois State Law Enforcement Association (HISLEA); Asian American Law Enforcement Association (AALEA)
State Retirement Systems	Illinois Association of Hispanic State Employees (IAHSE)
Transportation	NAACP; National Society of Black Engineers; Society of Hispanic Professional Engineers; Society of Women Engineers

This year, agencies were asked to upload all marketing materials used in promotion of hiring efforts. Out of 49 responding agencies, 12 agencies provided copies of their marketing materials.

The following agencies uploaded PDFs with copies of their promotional materials which can be found in the Appendix.

Agency
Aging
Central Management Services
Corrections
Employment Security
Environmental Protection Agency
Gaming Board
Human Services
Illinois State Board of Education
Innovation & Technology
Insurance
State Fire Marshal
Transportation

**Internships**

Out of 281 internships at 49 participating agencies, 39 interns identified as African American. 11 agencies noted to have recruited interns from federally designated African American Serving Institutions of higher education across the nation.

The following table expands on the outreach efforts of those 49 participating agencies toward Minority-Serving Institution (MSIs).

	Historically Black Colleges and Universities	Asian American and Native American Pacific Islander Serving Institutions	Hispanic Serving Institutions	Native American Serving Institutions	None
Aging					X
Agriculture					X
Arts Council					X
Capital Development Board					X
Central Management Services	X	X	X		
Children & Family Services					X
Civil Service Commission					X
Commerce & Economic Opportunity		X	X		
Commission on Equity and Inclusion					X
Corrections			X		
Criminal Justice Information Authority					X
Deaf & Hard of Hearing Commission					X

## FY23 African American Employment Plan Report

	Historically Black Colleges and Universities	Asian American and Native American Pacific Islander Serving Institutions	Hispanic Serving Institutions	Native American Serving Institutions	None
Educational Labor Relations Board					X
Emergency Management Agency					X
Employment Security	X	X	X	X	
Environmental Protection Agency					X
Financial & Professional Regulation					X
Gaming Board					X
Guardianship & Advocacy Commission	X	X	X	X	
Healthcare & Family Services					X
Housing Development Authority	X	X	X	X	
Human Rights Commission		X	X		
Human Rights Department		X	X		
Human Services		X	X		
Innovation & Technology					X
Insurance					X
Investment Board		X	X		
Juvenile Justice	X	X	X	X	



## FY23 African American Employment Plan Report

	Historically Black Colleges and Universities	Asian American and Native American Pacific Islander Serving Institutions	Hispanic Serving Institutions	Native American Serving Institutions	None
Labor Department					X
Labor Relations Board					X
Law Enforcement Training & Standards Board					X
Lottery					X
Military Affairs					X
Natural Resources					X
Pollution Control Board					X
Prisoner Review Board					X
Property Tax Appeal Board					X
Public Health	X	X	X	X	
Racing Board					X
Revenue			X		
State Board of Education					X
State Board of Elections					X
State Fire Marshal					X

## FY23 African American Employment Plan Report

	Historically Black Colleges and Universities	Asian American and Native American Pacific Islander Serving Institutions	Hispanic Serving Institutions	Native American Serving Institutions	None
State Police	X		X	X	
State Retirement Systems					X
Tax Tribunal					X
Transportation	X		X		
Veterans Affairs					X
Workers Compensation Commission					X

Additionally, the table below expands on the outreach efforts of those same 49 participating agencies at community colleges and public state universities throughout Illinois.

	Illinois Community Colleges	Public State Universities	None
Aging			X
Agriculture			X
Arts Council			X
Capital Development Board		X	
Central Management Services	X	X	
Children & Family Services			X

## FY23 African American Employment Plan Report

	Illinois Community Colleges	Public State Universities	None
Civil Service Commission			X
Commerce and Economic Opportunity		X	
Commission on Equity & Inclusion			X
Corrections		X	
Criminal Justice Information Authority			X
Deaf and Hard of Hearing Commission			X
Educational Labor Relations Board	X	X	
Emergency Management Agency			X
Employment Security	X	X	
Environmental Protection Agency		X	
Financial and Professional Regulation		X	
Gaming Board			X
Guardianship & Advocacy Commission	X	X	
Healthcare and Family Services		X	
Housing Development Authority	X	X	
Human Rights Commission		X	
Human Rights Department			X



## FY23 African American Employment Plan Report

	Illinois Community Colleges	Public State Universities	None
Human Services	X	X	
Innovation and Technology		X	
Insurance			X
Investment Board		X	
Juvenile Justice	X	X	
Labor Department			X
Labor Relations Board			X
Law Enforcement Training & Standards Board			X
Lottery			X
Military Affairs			X
Natural Resources		X	
Pollution Control Board			X
Prisoner Review Board			X
Property Tax Appeal Board			X
Public Health	X	X	
Racing Board			X
Revenue	X	X	





**FY23 African American Employment Plan Report**

	Illinois Community Colleges	Public State Universities	None
State Board of Education			X
State Board of Elections			X
State Fire Marshal			X
State Police	X	X	
State Retirement Systems			X
Tax Tribunal			X
Transportation	X	X	
Veterans Affairs			X
Workers Compensation Commission			X

**CMS Diversity & Inclusion Community Partner Internship**

CMS’ Diversity & Inclusion developed an internship program in FY22 to strengthen a diverse State workforce pipeline. The internship’s equity-based platform leveraged established relationships with community partners and connected State agencies to selected interns from those communities. All agencies that participated in the FY22 in the CMS Monthly Statewide Recruitment Call were invited to develop a project description and host a CMS D&I Community Partner Intern into 2023. The inaugural CMS D&I Community Partner Internship Summer 2022 cohort welcomed six interns into full-time paid positions that paralleled and joined professional development sessions along with those from the Governor’s Office.

Spring 2023 included a total of 6 interns and Summer 2023 had a cohort of 8 interns. The Summer 2023 cohort includes 3 returning interns from the Spring 2023 cohort. As a result, total intern number includes duplicate counts.

Each participating state agency developed a project description, led onboarding, and managed paychecks. All interns successfully completed the program. Out of the 11 program participants, 3 secured extended internship opportunities, and 2 secured full time contracts with the State of Illinois. Unfortunately, many positions were in Springfield with new community relationships which were unable to match opportunities to local positions. CMS Diversity & Inclusion expects to fill a full-time position in Sangamon County who will prioritize in community outreach in FY24.

A total of 17 State agencies submitted 40 positions for either Spring 2023 or Summer 2023 academic year intern projects.

Below are the State agencies that opted to participate in either the Spring 2023 or the Summer 2023 cohorts.

Agency	Total Number of D&I Internship Positions Offered
Abraham Lincoln Presidential Library and Museum	3
Aging	2
Capital Development Board	4
Central Management Services	6
Commerce & Economic Opportunity	8
Children & Family Services	2
Educational Labor Relations Board	2
Emergency Management Agency	4
Employment Security	1
Executive Ethics Commission	1

## FY23 African American Employment Plan Report

Gaming Board	1
Human Services	1
Innovation & Technology	2
Power Agency	1
Revenue	1
State Fire Marshall	1

The chart below details the 2023 interns' self-identification, agency position, college or university enrollment, and community partner that helped select the undergraduate student.

Self-Identification	Agency	Intern Enrollment	Community Partner
African American	Capital Development Board	City Colleges of Chicago, Harold Washington	TRiO Program
African American	Capital Development Board	City Colleges of Chicago, Harold Washington	TRiO Program
African American	Central Management Services	Howard University	Greater Kankakee Black Chamber of Commerce
African American	Employment Security	University of Illinois in Springfield	Diversity Center
African American	Innovation & Technology	University of Illinois Springfield	Diversity Center
Hispanic	Aging	Loyola University	Hispanic Employment Plan Advisory Council
Hispanic	Central Management Services	University of Illinois Springfield	Diversity Center
Hispanic	Central Management Services	City Colleges of Chicago, Richard J. Daley	City Colleges of Chicago Chancellor
Hispanic	Children and Family Services	City Colleges of Chicago, Harold Washington	TRiO Program
Hispanic	Educational Labor Relations Board	University of Illinois Springfield	Diversity Center
Hispanic	Human Services	City Colleges of Chicago, Harold Washington	TRiO Program

## FY23 African American Employment Plan Report

---

The below is a full list of CMS Diversity & Inclusion Community Partners who were invited to participate in the 2023 cohorts.

Community Partners
African American Employment Plan Advisory Council
Asian American Employment Plan Advisory Council
Black United Fund
CAP 1908 Social Innovation Center
Casa Guanajuato, Club Kankakee Poder Latino
Chicago State University
Chicago Urban League
Chinese Mutual Aid Association
City Colleges of Chicago – Harold Washington
City Colleges of Chicago – Richard J. Daley
Coalition for a Better Chinese American Community
Greater Kankakee Black Chamber of Commerce
Hispanic Alliance for Career Enhancement
Hispanic Employment Plan Advisory Council
Joliet Junior College – Center for Multicultural Access & Success
Loyola University
Native American Employment Plan Advisory Council
Olivet Nazarene University
Richland Community College
United Chinese Americans
University of Illinois Chicago – Native American Support Program
University of Illinois Springfield – Diversity Center

## **African American Employment Plan: Goals for 2024**

- I. The annual Employment Plan Report and the Quarterly Employment Plan Advisory Council meetings are a useful resource for all agencies. To this end, agencies shall attend quarterly council meetings even when not scheduled to present. This allows agencies to:
  - a. Take note of upcoming identity-specific events to attend and promote state jobs.
  - b. Take note and apply lessons learned from other presenting agencies.
  - c. Take note and apply any recommendations from the councils on how to best promote current agency openings.
  
- II. The African American Employment Plan Advisory Council has recommended agencies aim to increase representation of African American state employees in leadership. CMS is dedicated to supporting these efforts and will provide the following resources for all agencies to use and follow:
  - a. Quarterly reports of African American Public Service Administrator and Senior Public Service Administrator numbers throughout the enterprise.
  - b. Develop in-house CMS professional development programs that highlight African American employees who have transitioned into leadership State roles. Agencies will have an opportunity to promote and encourage their staff to join.
  - c. Create and provide a pathway for agency recruiters to recommend well-qualified candidates to senior leadership roles via CMS.
  
- III. The African American Employment Plan Advisory Council has recommended that public service careers be introduced to the community via adolescent students. CMS will identify school districts and propose presentations, panel discussions and partnerships that promote State career opportunities.
  - a. Agencies will be invited to join in any identified or CMS led career fairs.
  - b. Agencies will be invited to serve as co-panelist for public service career workshops.
  - c. Agencies will be invited to serve as co-presenters to help promote State of Illinois employment application process and careers.
  
- IV. CMS is committed to helping sister agencies build a welcoming workplace and develop relationships in the community that promote state jobs. One way CMS will support agencies is by creating an annual African American calendar for recommended dates of celebration and commemoration. CMS will package this with marketing resources that can

be used internally and externally for promoting inclusion among current employees, building professional development opportunities for all, and educating prospective applicants about our values. This CMS package from the Diversity & Inclusion team will also include community events and in-house opportunities for agencies to participate, partner and promote.

- a. Agencies will have the opportunity to package dates and visuals for social media posts.
- b. Agencies will have the opportunity to join CMS at community partner events.
- c. Agencies will have an opportunity to create a welcoming and inclusive workplace for African Americans by leading or joining events that are intentionally, identity centered.
- d. Agencies will have the opportunity to promote these events for members of the agency who may be interested in learning more about the African American community.



### African American Employment Plan Advisory Council

CMS is required per the Civil Administrative Code, to partner and work with Governor-appointed subject matter experts, who make up the African American Employment Plan Advisory Council, to examine and assist in providing solutions for the following:

- The prevalence and impact of African American State employees;
- The barriers faced by African American candidates who seek employment or promotional opportunities in State government;
- Additional professional development, education and training opportunities that could be offered to foster the employment and promotion of African American employees in State government.

The following community and industry leaders were part of the African American Employment Plan Advisory Council in FY23:



**Rev. Marrice Coverson** (Chair) is the pastor of the Church of the Spirit in Chicago. She is also the Founder of the Institute for Positive Living and the Executive Director of its Open Book Program, a citywide, after-school literacy initiative for adolescents. Rev. Coverson is a visionary with more than 30 years of experience in the non-profit sector. She has held several positions, including Center Director of the Chicago Youth Centers, Elliott Donelley Youth Center, and Director of the West Side Learning Center at Malcolm X College. Rev. Marrice Coverson is a recipient of the Women of Excellence Black Pearl Award and the Community Leadership Award from the Illinois

Institute of Technology. Rev. Coverson has a Master's in Religious Studies from the Chicago Theological Seminary, a Bachelor's in Sociology from Mississippi Valley State University (HBCU), and a Master's in Public Administration from Roosevelt University. She is also a certified life coach and a published author.



**Sharryon M. Dunbar** (Vice Chair) is a retired State of Illinois employee. After retirement she worked as a director of a labor organization and independent consultant working with low performing school districts and parent groups. She is a proud HBCU graduate from the University of Arkansas-Pine Bluff.



**Gloria Batey** is the Program Manager ERP Organizational Change Management (OCM)/Training, has over 20+ years of experience in OCM and Education Solutions Consulting specializing in the implementation of End-to-End (E2E) technology, education and big data solutions for Fortune 100, Legal entities, and Government agencies. She is highly skilled in the integration of Project Management (PM), Organizational Change Management (OCM), and Learning & Development (L&D) disciplines. Effectively utilizing her vast industry acumen, Gloria has established a successful reputation helping clients solve complex problems. She strategically moves organizations forward by aligning business intents with people, processes, culture, and tools for the successful deployment, adoption, and utilization of business processes and enterprise technologies. Gloria earned a Bachelor of Arts in Instructional Design and a Master of Arts in Educating Adults from DePaul University, with honors.



**William N. Burch** is a consultant and legislative advocate. William works alongside local small businesses to assist the small business community grow and scale their businesses in the State of Illinois. At Greene Acres Consulting Group where he serves as CEO, he works to include measurable equity inclusion for communities harmed by the” war on drugs” with a goal to encourage, empower, assist, and sustain disadvantaged businesses and entrepreneurs. With years of career success in project management and business development, William’s business agility stems from working in industries that are rapidly growing and evolving. William received a Bachelor of Science degree, with a concentration in Business Management from Roosevelt University. He worked on his Master’s Degree Studies at the University of Illinois in Educational Policy Studies. Known for applying proven business tactics to uncharted territory, William has created a diverse consulting network at Greene Acres Consulting Group with high-profile partners. William has worked in the business development, project management, and nonprofit management industry for over fifteen years, and brings an extensive working knowledge of business and non-profit community. He has consulted a variety of businesses, entrepreneurs, nonprofit organizations, political candidates, and church groups with strategic planning, management, event planning, and organizing. As a consultant, his mission is to be the choice for entrepreneurs, small businesses, and nonprofits in need by providing excellent services that support their efforts to develop, implement, and evaluate plans for growth. William has received multiple recognitions for his professional accomplishments.





**Carolyn Day** is the Executive Director of the Black United Fund of Illinois, Inc. She has extensive experience in progressive leadership and expertise in educational, social services, projects/programs, and change management. She also specializes in consultations in the areas of external partnerships, career development and training, grant management and quality assurance. Carolyn has passion and enthusiasm for learning, strengthening civic and community engagement and dedicated to empowering people. Ms. Day has a Master's in Educational Psychology from Loyola University-Chicago and a Bachelor's in Communication Disorders from Lincoln University in Missouri.



**Pastor Kevin Anthony Ford** accepted his call to the ministry in 2000. On February 25, 2018, the Church of God in Christ, First Jurisdiction Illinois, publicly ordained him as the Pastor of Saint Paul Church of God Christ at 4526 S. Wabash in Chicago. Pastor Ford's lifelong relationship and commitment to the Church of God in Christ, community, and residents are deeply rooted in history. Pastor Ford carries on the visionary spirit, fiery passion, and the humanitarian tradition of his fathers, Bishop Charles Mason Ford and Bishop Louis Henry Ford (grandfather), in the cause of community awareness. Striving to uplift the moral, social, and political consciousness, collaborating with public and private policymakers compelling them to adhere to the needs of underserved communities. As the church's liaison for the Margaret Ford Manor building project in the community hiring process, he recognized that most applicants did not possess adequate skills, requisite knowledge, or experience to obtain a union card to perform in the construction trades. These barriers resulted in the pre-apprenticeship program, St. Paul Community Development Ministries (SPCDM), which offers a twelve-week curriculum and social services to address the preparation needs for proven records of successful entries into the USDOL Registered Apprenticeship Programs – skilled building trades.



**Andy Hightower** serves as Executive Director for Madison County Housing Authority. Prior to accepting his current position, he served as Executive Director for Alton Housing Authority. Andy places infinite value on establishing partnerships with agencies and organizations for the betterment of our communities. He recently began his fifth year as President of the Alton Branch NAACP and serves on several boards in the region. Andy has received numerous awards for his service to various communities throughout the years.



**Maurice King** began an apprenticeship with The International Brotherhood of Electrical Workers L.U 134 in the mid-80s. And continued to hold positions as a Hall pointed Steward, and a Forman. After holding multiple positions, Mr. King has been promoted and is currently the Vice President of the International Brotherhood of Electrical Workers L.U 134.



**Dr. Dalitso Sulamoyo** was born and raised in Malawi, South East Africa. Since moving to the United States of America in the early 1990s, he has made economic and social justice a focal part of his career. Dalitso Sulamoyo has been the Chief Executive Officer of the Champaign County Regional Planning Commission since June 2017. As the CEO, Dalitso oversees a multi-faceted government agency with over 100 different federal, state, and local grants and contracts. The agency's services range from transportation planning, police training, community services, workforce development, economic and community development to early childhood education for income eligible families. Dalitso Sulamoyo is the former President/CEO of the Illinois Association of Community Action Agencies, a membership organization of 40 not for profits and public entities that serve economically challenged citizens and communities of Illinois. He served in that capacity for over 16 years before accepting the CEO position with the Champaign County Regional Planning Commission.



### **Governing Authority**

#### **Civil Administrative Code**

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

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

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



### Methodology

Data included in the Employment Summary, Leadership, Gender, and Veteran sections of this document are sourced from data collected on employee statistics and hiring statistics. Notes on these data sets immediately follow. Employee statistics are based on annual snapshots of the CMS Personnel Mainframe database from 2008 to present. This is a change in methodology from past years to allow this report to better compare employee counts across multiple years. Numbers will not be directly comparable to past reports.

**Race/Ethnicity:** Employee race and ethnicity is self-identified from a mutually exclusive list of possible races and ethnicities. While the process is being reformed, individuals in these data sets were not given the opportunity to identify with more than one race or ethnicity. **New Hires:** Employees are identified as a new hire in the year which they are first shown in the CMS Personnel Database. Employees which switch agencies or are employed with the State less than a full year may not be counted. Employees are identified as a new hire based on the FY23 CMS Personnel Mainframe snapshot. Given transaction processing times, these data do not always match with those who were hired during the year. This methodology was chosen to allow for better year-over-year analysis and may not match agency-level statistics on hiring during the same period. **Senior Roles:** Employees where employee status is “F” and the position exempt code is “1” or “3.”

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

### Contact Information

Patricia Santoyo-Marín  
Deputy Director, Diversity & Inclusion  
Illinois Department of Central Management Services  
[Patricia.Santoyo-Marín@Illinois.gov](mailto:Patricia.Santoyo-Marín@Illinois.gov)



**Data Sourcing**

*Ascending order by number of African American new hires.*

**Representation of New African American Hires by Agency in FY23**

	Agency	Number of New African American Employees	Total Agency New Hires	% of New Hires (African American)
1	Human Services	476	1,149	41.4%
2	Children & Family Services	156	354	44.1%
3	Corrections	105	745	14.1%
4	Veterans Affairs	42	127	33.1%
5	Healthcare & Family Services	33	142	23.2%
6	Juvenile Justice	24	48	50.0%
7	Revenue	18	96	18.8%
8	Public Health	17	85	20.0%
9	Employment Security	15	40	37.5%
10	Innovation & Technology	14	74	18.9%
11	State Police	12	39	30.8%
12	Central Management Services	11	65	16.9%
13	Financial & Professional Regulation	9	39	23.1%
14	Criminal Justice Authority	7	14	50.0%
15	Environmental Protection	7	63	11.1%
16	Human Rights Department	6	13	46.2%
17	Insurance	6	33	18.2%
18	Labor	6	17	35.3%
19	Transportation	6	158	3.8%
20	Agriculture	4	57	7.0%
21	Illinois Torture Inquiry Relief Commission	4	6	66.7%
22	Commission On Equity & Inclusion	4	7	57.1%
23	Workers Compensation Com	4	19	21.1%
24	Abraham Lincoln President Library & Museum	3	15	20.0%
25	Commission & Economic Opportunity	3	37	8.1%
26	Natural Resources	3	80	3.8%
27	Aging	2	5	40.0%

## FY23 African American Employment Plan Report

---

28	Capital Development Board	2	13	15.4%
29	Emergency Management Agency	2	15	13.3%
30	Guardianship & Advocacy	2	17	11.8%
31	Liquor Control Commission	2	10	20.0%
32	Lottery	2	5	40.0%
33	Military Affairs	2	12	16.7%
34	Property Tax Appeal Board	2	4	50.0%
35	Labor Relations Board	1	4	25.0%
36	Law Enforcement Training & Standard Board	1	1	100.0%

Table only includes agencies which hired African Americans (6 agencies excluded)



**Representation of Total African American Senior Hires in FY23 by Agency**

*Ascending order by number of new African American agency senior-level hires.*

	Agency	Number of New African American Senior Employees	Total Agency New Senior Hires	% of New Senior Hires (African American)
1	Commission On Equity & Inclusion	4	5	80.0%
2	Criminal Justice Authority	4	4	100.0%
3	Human Services	4	15	26.7%
4	Children & Family Services	2	7	28.6%
5	Financial & Professional Regulation	2	7	28.6%
6	Juvenile Justice	2	4	50.0%
7	Natural Resources	2	7	28.6%
8	Abraham Lincoln President Library & Museum	1	2	50.0%
9	Agriculture	1	2	50.0%
10	Central Management Services	1	7	14.3%
11	Corrections	1	4	25.0%
12	Emergency Management Agency	1	2	50.0%
13	Employment Security	1	1	100.0%
14	Illinois Torture Inquiry Relief Commission	1	1	100.0%
15	Innovation & Technology	1	6	16.7%
16	Law Enforcement Training & Standard Board	1	1	100.0%
17	Lottery	1	1	100.0%
18	Property Tax Appeal Board	1	1	100.0%
19	State Police	1	1	100.0%

Table only includes agencies which hired African Americans as senior employees (15 agencies excluded).

**Representation of Total African American Employees in FY23 by Agency**

*Ascending order by number of total African American employees.*

	Agency	Total Number of New African American Employees	Total Agency Employees	% of Total Agency Employees (African American)
1	Human Services	4,674	13,043	35.8%
2	Corrections	1,423	11,772	12.1%
3	Children & Family Services	1,186	2,992	39.6%
4	Healthcare & Family Services	317	1,694	18.7%
5	Employment Security	304	1,041	29.2%
6	Juvenile Justice	288	710	40.6%
7	Veterans Affairs	205	1,210	16.9%
8	Public Health	190	1,132	16.8%
9	Revenue	189	1,286	14.7%
10	Transportation	178	2,182	8.2%
11	Innovation & Technology	122	1,149	10.6%
12	State Police	113	911	12.4%
13	Financial & Professional Regulation	82	426	19.2%
14	Central Management Services	81	665	12.2%
15	Environmental Protection	51	654	7.8%
16	Commission & Economic Opportunity	48	299	16.1%
17	Human Rights Department	40	122	32.8%
18	Criminal Justice Authority	34	83	41.0%
19	Guardianship & Advocacy	32	120	26.7%
20	Insurance	28	212	13.2%
21	Aging	23	139	16.5%
22	Lottery	23	149	15.4%
23	Gaming Board	20	170	11.8%
24	Workers Compensation Com	20	104	19.2%
25	Labor	19	90	21.1%
26	Natural Resources	19	1,108	1.7%
27	Agriculture	17	376	4.5%
28	Military Affairs	15	123	12.2%
29	Liquor Control Commission	11	48	22.9%
30	Capital Development Board	7	47	14.9%
31	Commission Equity Inclusion	7	18	38.9%



## FY23 African American Employment Plan Report

32	Commerce Commission	7	55	12.7%
33	Emergency Management Agency	7	87	8.0%
34	Law Enforcement Training & Standard Board	6	26	23.1%
35	Abraham Lincoln President Library & Museum	5	79	6.3%
36	Human Rights Commission	4	16	25.0%
37	Illinois Torture Inquiry Relief Commission	4	9	44.4%
38	Prisoner Review Board	4	23	17.4%
39	Property Tax Appeal Board	4	38	10.5%
40	State Fire Marshal	4	144	2.8%
41	State Retirement Systems	4	93	4.3%
42	Educational Labor Relations Board	3	7	42.9%
43	Labor Relations Board	3	14	21.4%
44	Arts Council	2	14	14.3%
45	Pollution Control Board	2	17	11.8%
46	Deaf & Hard of Hearing Commission	1	4	25.0%
47	Council on Developmental Disabilities	1	7	14.3%
48	Investment Board	1	2	50.0%
49	Racing Board	1	2	50.0%

Table only includes agencies which currently have African American employees (4 agencies excluded).

**Appendix**

Individual agency outreach materials and all agency survey answer documents can be found online as 2023 Employment Plan Appendix at: <https://cms.illinois.gov/personnel/dep/aaep.html>

