



ILLINOIS DEPARTMENT OF LABOR

JB PRITZKER
GOVERNOR

JANE R. FLANAGAN
DIRECTOR

March 19, 2024

To the Honorable Members of the Illinois General Assembly:

In compliance with the requirements set forth in the Data Governance and Organization to Support Equity and Racial Justice Act (20 ILCS 65 *et. al*) (the “Act”), the Illinois Department of Labor the “Agency”) hereby submits a progress report detailing the action steps and progress made since the last annual report dated July 2023 to enable the collection and cataloguing of data described in Section 20-15 of the Act have been standardized and, to the extent possible, the data sets and programs that are planned for the coming year.

The Act requires the Agency to “report statistical data on racial, ethnic, age, sex, disability status, sexual orientation, gender identity, and primary or preferred language demographics of program participants for each major program” administered by the Agency.

While “major program” is not defined in the statute, the Agency has adopted the following definition provided by the Governor’s Office of Management and Budget: *a major program is a program with an enacted appropriation of greater than \$1 million in the prior fiscal year; direct services provided to individuals and/or a reasonable expectation that demographic information can be aggregated via proxy data without substantial cost or disruption to program delivery*

Using these definitions, the Agency has identified the following programs and program participant populations for continued analysis:

- *Individuals filing a claim under the Illinois Minimum Wage Act and Wage Payment and Collection Act*

Using these definitions, the Agency has identified the following new programs and program participant populations for analysis:

- *Individuals filing a claim under the Paid Leave for All Workers Act*
- *Individuals filing a claim under the One Day Rest In Seven Act*
- *Individuals filing a claim under the Freelance Worker Protection Act (effective July 1, 2024)*

Lincoln Tower Plaza
524 South 2nd Street, Suite 400
Springfield, Illinois 62701
(217) 782-6206
Fax: (217) 782-0596

Michael A Bilandic Building
160 North LaSalle, Suite C-1300
Chicago, Illinois 60601-3150
(312) 793-2800
Fax: (312) 793-5257

Regional Office Building
2309 West Main Street, Suite 115
Marion, Illinois 62959
(618) 993-7090
Fax: (618) 993-7258

Following the July 2023 statistical report, the Agency has determined, the following demographic categories have been defined and standardized across all “major programs” identified in this report:

- Race;
- Ethnicity;
- Indigenous Tribe;
- Gender;
- Sexual Orientation;
- Disability;
- Primary language;
- Age;
- Sex

The Illinois Department of Labor has utilized the Office of Equity’s guidance to identify additional programs where changes or additions could be made to collect demographic data of program participants. The Agency has begun collecting some of this data from individuals filing complaints under new the Paid Leave for All Workers Act and will add additional demographic fields to this program and the other programs identified over the next year. The Agency will also prioritize the additional laws based on volume of complaints filed.

As the State continues to work to implement the Act, the Illinois Department of Labor data stewards, information and technology staff, and diversity, equity, and inclusion leaders will work with the Department of Innovation and Technology and the Governor’s Office of Management and Budget to analyze currently catalogued data, identify data gaps, and determine how to collect demographic information. As we implement the process and infrastructure changes necessary to collect the data required, we will provide the required demographic data to inform program design and policy-making endeavors.

Very Sincerely and Respectfully,

A handwritten signature in black ink, appearing to read "Jane R. Flanagan", with a long horizontal flourish extending to the right.

Jane R. Flanagan
Director