



State of Illinois
Department of Central Management Services

FY 2022

HISPANIC AMERICAN

Employment Plan Report



Purpose of This Report

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

For the purposes of this report, the demographic population is referred to “Hispanic” to align with past employment plan practice and the Hispanic Employment Plan Advisory Council.

The term “Hispanic” will be used when referencing past published or codified actions. To promote terminology that is inclusive of gender and gender non-confirming identities, CMS will use the term “Latinx” or the plural, “Latinxs” in report narrative.

This report serves as the plan to ensure diversity, equity and inclusion for Hispanic persons employed or seeking employment in State government. In accordance with 20 ILCS 405/405-120 and 20 ILC 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, 2023.

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 FY22 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 ensuring our personnel operations are equitable through such efforts as utilizing applicable data and revamping the annual Employment Plan Survey, while leveraging the Employment Plan Advisory Council's expertise, and working closely with the Governor's Office of Equity. CMS has expedited building foundational infrastructure: data management tools to ensure we capture measurements of diverse candidate application success and analyze trends.

Additionally, as our work continues, we have included the FY23 goals and objectives as established in collaboration with our four Employment Plan Advisory Councils. These objectives and defined action items will guide our efforts in the coming year as we continue to strive toward a more fully 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.

Respectfully,

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

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Executive Summary

The FY22 Hispanic Employment Plan Report provides comparable data to mark progress of efforts to fully 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.

The Hispanic Employment Plan Report serves as a platform for collaboration, assessment, and continuous improvement for all agencies, including CMS. In previous years, the report included survey responses for multiple agencies but highlighted only CMS efforts in outreach, recruitment, inclusion and on the delivery of those goals.

This year, CMS Diversity & Inclusion updated the survey to include an opportunity for agencies to demonstrate these same efforts with qualitative and quantitative data and included all agency answers in the appendix. This also allows CMS to answer individually, as an agency.

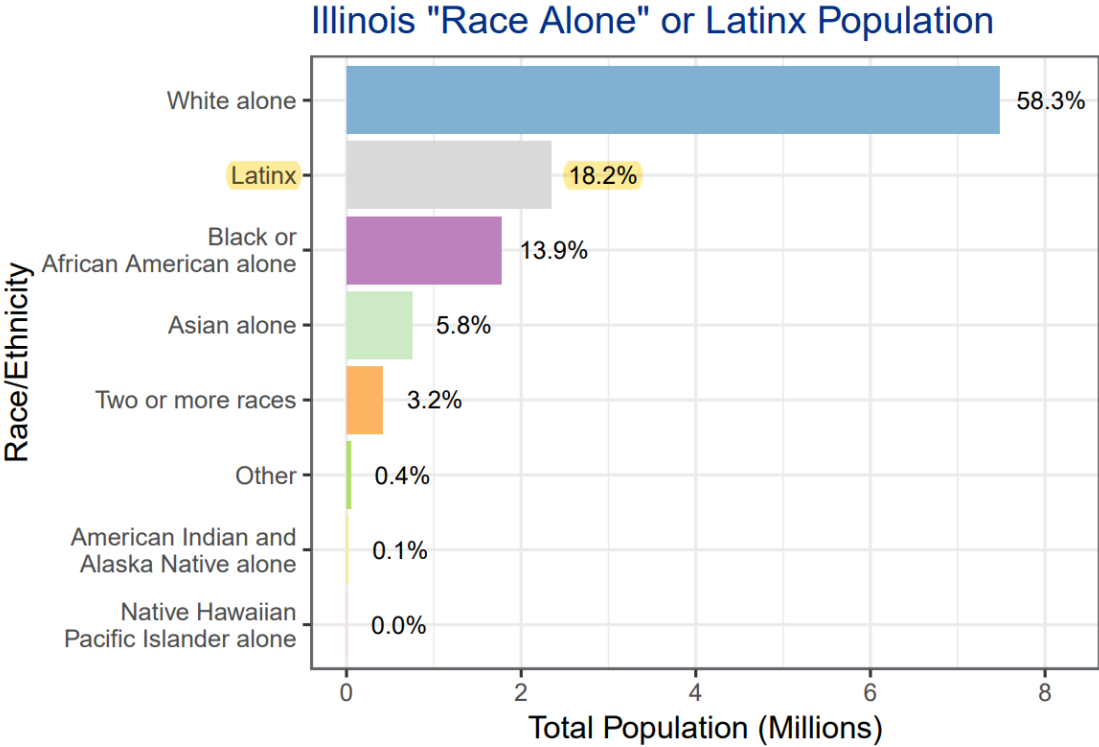
In collaboration with the Hispanic Latinx Employment Plan Advisory Council (EPAC), CMS Diversity & Inclusion drafted annual agency goals to deliver through the next fiscal year. All State agencies will receive a copy of these goals and be given the opportunity to join quarterly meetings of the Hispanic Latinx EPAC through CMS invitations and facilitation.

Quarterly meetings of the Hispanic Latinx EPAC held during calendar year 2023 that fall within FY23 will include agenda items for presentations, recommendations from councils and CMS troubleshooting support. The FY24 survey will ask all agencies to demonstrate growth through new initiatives and recommendations posed by the councils towards their successful implementation of this report's goals.

The new structure for the survey and FY23 collaborative deliverables has been proposed to all EPACs and was worked through the All-Chair EPAC meeting led by CMS Diversity & Inclusion on December 5, 2022. Additionally, a draft of this report and its goals was reviewed by the Governor's Office of Equity and all members of the Hispanic EPAC for review and approval.

Illinois' Government Workforce Representation for Latinxs

As the State's regulatory compliance lead in people function, CMS' role in ensuring that Illinois' workforce reflects its diverse population and offers the appropriate resources for millions of Illinoisans is imperative. Hence, reaching, informing, and connecting with diverse qualified candidates, only strengthens the unit of the more than 45,000 people who make up the State's workforce.



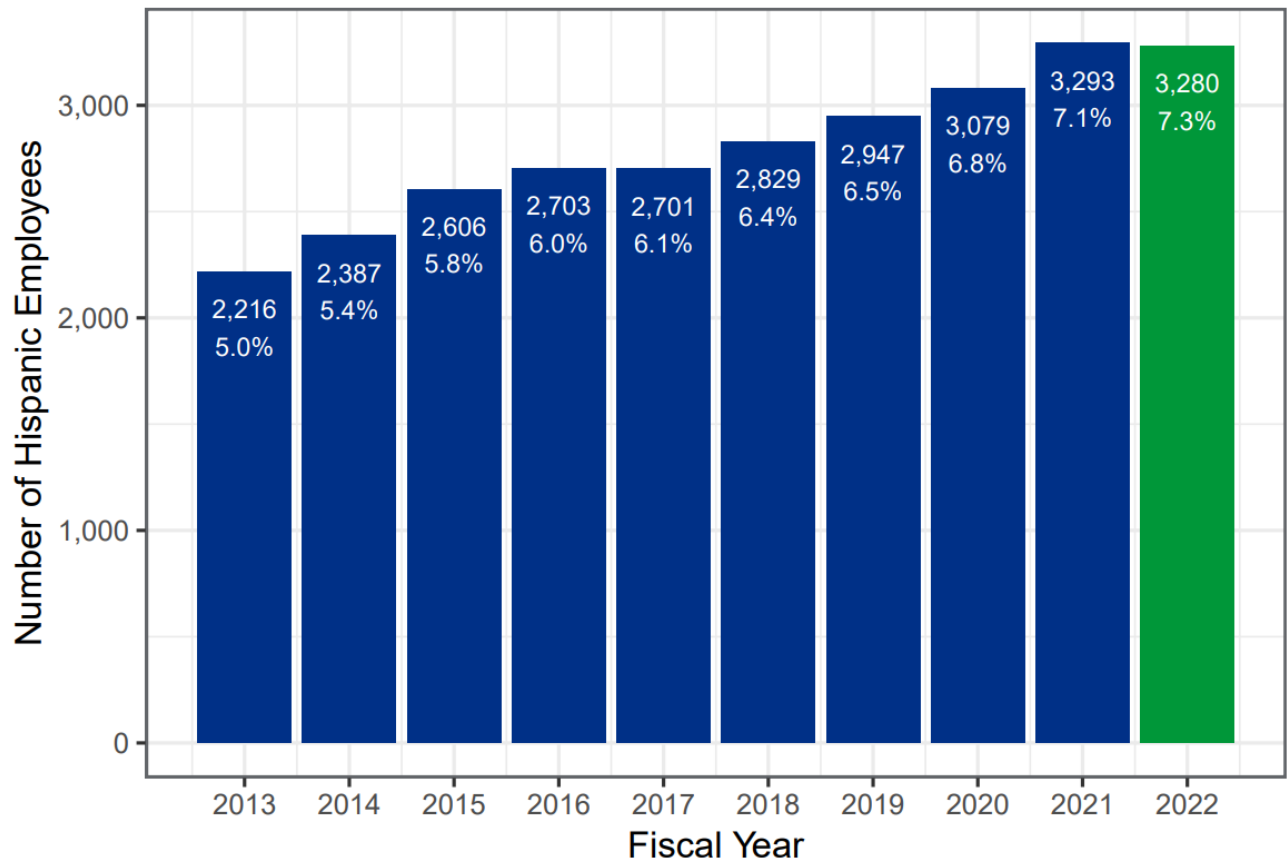
Source: 2020 Census PL 94-171 File

The latest Illinois population trends from the U.S. Census offers important context to better understand the State's focus on diversifying its career opportunities. 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 total), a difference of -0.1%.

The chart above illustrates the diverse population groups represented in the State with the census categories race alone and Hispanic (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.

The Latinx alone or in combination population in Illinois is 18.2% or about 2,337,400 people. The State strives to achieve representation parity within its workforce. The State's employment insights show that the percentage of total employees who identify as Latinx changed from FY21 to FY22, from 7.1% (3293) to 7.3% (3280).

Number of Hispanic State Employees



Source: CMS Personnel Mainframe

Diversity in Interviews

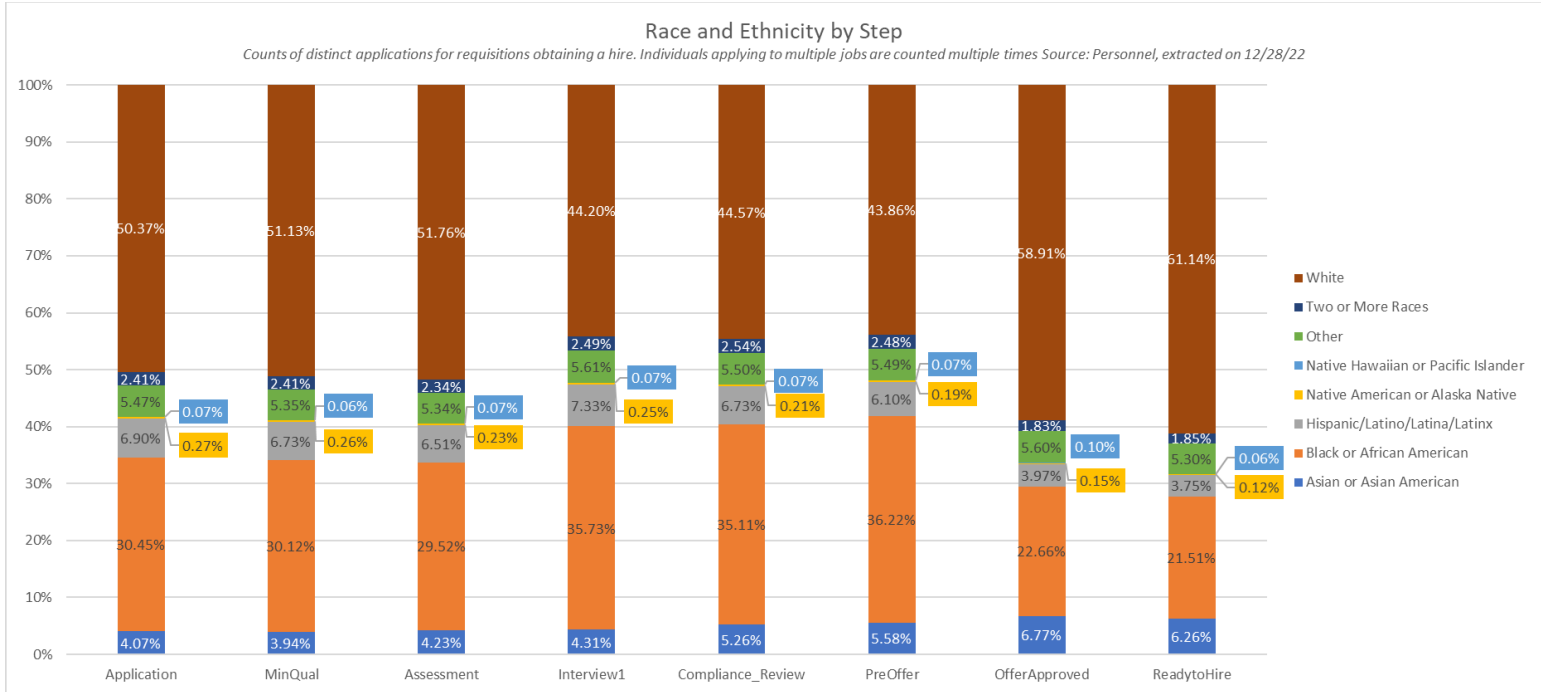
Agencies who completed the survey noted that a total of 312 employees in State government were included in selecting job candidates for interviews, 28 are Hispanic. Out of 4,955 employees authorized to conduct interviews, a total of 337 are Hispanic. A total of 5,781 structured interview panels were convened during fiscal year 2022, 345 included Latinx interviewers.

A total of 38 agencies of the 50-reporting noted to have taken appropriate steps to ensure that employees who served on structured interview panels during fiscal year 2022 completed the Governor's Office and Department of Human Rights' Diversity, Equity and Inclusion training. This training is designed to address implicit and explicit biases in the hiring process and to ensure steps and considerations are taken to address those potential biases.

Effective January 1, 2022, 20 ILCS 405/405-123 requires that (a) 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 Hispanic Employment Plan.

For this inaugural report, agencies were asked to consider the last 10 positions for which they requested that CMS provide a new hire eligibility list or promotional eligibility list for a specific job opening. A review of the first position responses demonstrates 124 Hispanic identifying candidates were eligible for a position in a total of 941 agency postings. A total of 342 applicants were invited to interview for those 941 positions, and 15 of them were Hispanic. Of the total number of candidates who did interview, 9 were Hispanic. A total of 4 Hispanic candidates were offered a position where a total of positions offered were 53.

In collaboration with the Governor's Office of Equity and CMS' Diversity & Inclusion teams, CMS' Project Management team developed a dashboard for automatization of this data. CMS was able to extract demographic information counts through the hiring process, step by step using Personnel data from the new application platform that went live in FY22. The following chart is an example of what this new dashboard can produce. Extracted-November of 2022, the chart provides an automated overview of the diversity data related to our current State workforce.



Latinx New Hire Profile

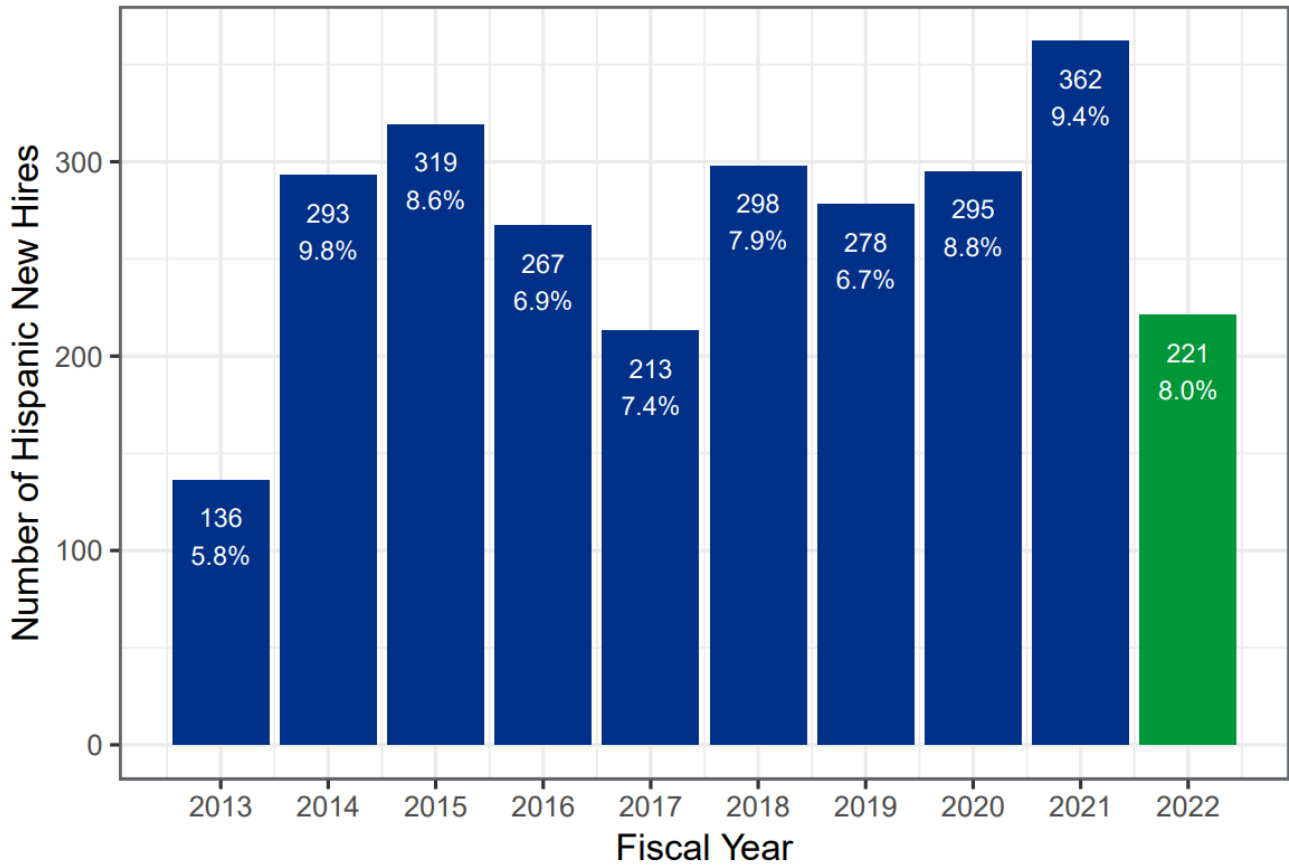
During FY22, 7.9% (221) of new hires onboarded identified as Latinx. 10 or 4.5% of the new Latinx hires onboarded in FY22 were senior (exempt employees, positions appointed by the Governor). Latinx represented 9.4% of all senior hires in FY22.

There are other code-covered senior positions as well at the State. Those are titles of senior public service administrator and public service administrator. In FY21, there were a combined 163 Latinxs in both categories, compared to 165 for the same in FY22. 5.8% out of a total of 2,854 senior positions identified as Hispanic.

As for gender comparisons, in FY22 63.3% of new Latinx employees onboarded were female hires, compared to the statewide rate of 55.4%. Totally, as of the end of FY22 60.3% (1977), of Latinx State employees were women, compared to 50.4% of all State employees.

Of the new Latinx hires for FY22, there were 8.6% (19) who were also veterans, compared to the statewide rate of 7.8% new hires. As of the end of FY22, a total of 10.2% (334) of Latinx State employees were veterans, compared to 15.7% of all State employees.

Number of Hispanic New Hires to State Employment



Source: CMS Personnel Mainframe

Hires by Agency

The next tables provide a look at how Latinx employees are represented by agencies according to data collected by CMS in FY22 (July 1, 2021 – June 30, 2022).

Representation of New Latinx Hires by Agency in FY22

Table is organized in ascending order by number of Latinx new hires. Full table in appendix.

	Agency	Number of New Latinx Employees	Total Agency New Hires	% of New Hires (Latinx)
1	Human Services	70	647	10.8%
2	Children & Family Services	28	384	7.3%
3	Corrections	27	679	4.0%
4	Healthcare & Family Services	14	137	10.2%
5	Veterans Affairs	13	114	11.4%
6	Employment Security	12	58	20.7%
7	Human Rights Department	10	15	66.7%
8	Public Health	7	77	9.1%
9	State Police	5	64	7.8%
10	Comm & Econ Opportunity	3	28	10.7%
11	Fin & Prof Reg	3	29	10.3%
12	Innovation & Technology	3	75	4.0%
13	Revenue	3	90	3.3%
14	Transportation	3	57	5.3%

Representation of Total Latinx Employees in FY22 by Agency

Table is organized in ascending order by number of Latinx employee. Full table in the appendix.

	Agency	Total Number of Latinx Employees	Total Agency Employees	% of Total Agency Employees (Latinx)
1	Human Services	1,429	13,026	11.0%
2	Corrections	488	12,090	4.0%
3	Children & Family Services	266	2,872	9.3%
4	Employment Security	220	1,109	19.8%
5	Healthcare & Family Services	136	1,652	8.2%
6	Transportation	123	2,211	5.6%
7	Public Health	70	1,140	6.1%
8	Veterans Affairs	64	1,190	5.4%
9	Juvenile Justice	61	749	8.1%
10	Revenue	51	1,266	4.0%

Agency Survey Reponses

As part the annual employment plans, CMS includes survey responses from agencies on a variety of topics ranging from recruitment and hiring to employee professional development. A total of 65 coded and non-coded agencies were invited to participate. 50 agencies participated by completing the FY22 Employment Plan Survey.

Of 50 agencies responding to the Employment Plan Survey, 17 reported having a liaison to the Hispanic Latinx community. 31 agencies indicated that they did not have a designated liaison. Agencies were asked if that liaison had decision making authority in four areas. 12 agencies reported that the liaison had decision making authority in Hispanic recruitment; 1 with hiring/promotion authority; 4 for interviews; and 4 with creating policies.

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

Question	Total	Latinx	Percent
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2022?	4955	337	6.8%
How many employees in your agency received tuition reimbursement in FY2022?	3079	149	4.8%
How many paid interns did your agency hire during fiscal year 2022?	339	26	7.7%
How many interns did your agency hire during fiscal year 2022 who worked in exchange for educational credit?	153	14	9.2%
How many interns did your agency hire during fiscal year 2022 who were unpaid and did not work in exchange for educational credit?	23	3	13.0%

Efforts and Opportunities in Outreach & Recruitment

CMS recognizes there is a prime opportunity to strengthen relationships with Hispanic Latinx advocacy and career development organizations across the State. When asked, agencies responded having approximately 55 Hispanic employees responsible for recruitment and outreach efforts.

Out of 50 participating agencies, 3 noted that all their employees whose responsibility routinely include employment outreach and recruitment during fiscal year 2022 completed the Governor's Office and Department of Human Right's Diversity, Equity and Inclusion Training. This training provides a foundation for recruitment staff in aligning our efforts with our overall equity and inclusion objectives. Additional training and educational opportunities for staff will be ongoing to enhance recruitment and outreach skills as well as cultural awareness.

Agencies were asked to list organizations with which they liaise as part of diversity and inclusion efforts.

Agencies who indicated that they did not liaise with organizations as part of their diversity and inclusion efforts were:

- Agriculture
- Arts Council
- Capital Development Board
- Civil Service Commission
- Executive Ethics Commission
- Healthcare and Family Services
- Human Rights Commission
- Illinois Liquor Control Commission
- Illinois Treasurer
- Insurance
- Labor Department
- Labor Relations Board
- Labor Relations Board - Educational
- Law Enforcement Training and Standards Board
- Lottery
- Military Affairs
- Pollution Control Board
- Prisoner Review Board
- Procurement Policy Board
- Property Tax Appeal Board
- Public Health
- Racing Board
- State Police Merit Board

Agencies who listed partner organizations included:

Agency	Organizations
Central Management Services	134 Jump Start; Alton Branch NAACP; American Indian Center; Asian American Hotel Owners Association; Black Chamber of Commerce of Illinois; Black United Fund of Illinois, Inc.; Bowie State University; California Indian Manpower Consortium, Inc.; Central States (SER) Jobs for Progress- Chicago; Centro de Trabajadores; Centro de Trabajadores Unidos; Champaign County Regional Planning Commission; Chicago State University; Chicago Urban League; ChicagoNEXT; World Business Chicago; Chinese Mutual Aid Association; Church of the Spirit in Chicago; Coalition for a Better Chinese American Community (CBCAC); Greater Kankakee Black Chamber of Commerce; Harold Washington College; Hispanic Alliance for Career Enhancement; Hispanic Women of Springfield; Illinois Association for Hispanic State Employees; Illinois Latino Council on Higher Education; Illinois Latino Legislative Caucus Foundation; Illinois Migrant Council; Institute for Positive Living; Instituto del Progreso Latino; Jesus Chicago Church; Joliet Junior College- Center for Multicultural Access and Success; Kankakee Branch NAACP; Kankakee Public Library; La Casa Norte; League of United Latin American Citizens (LULAC); Little Village Chamber of Commerce; Loyola University; Madison County Housing Authority; National Black MBA Association National Employment Law Institute; Native American Chamber of Commerce in Illinois; Northwestern University; Olivet Nazarene University; Peoria Urban League; Saint Paul Church of God Christ in Chicago; Springfield Urban League; St. Paul Community Development Ministries, Inc.; The City of Kankakee; The City of Normal Illinois; The Puerto Rican Agenda; The Puerto Rican Cultural center; Township of Schaumburg; United Chinese American Illinois; United Way of Kankakee and Iroquois Counties; University of Illinois at Chicago – College of Medicine’s Hispanic Center for Excellence; Wilbur Wright Community College; Windy City Jazz
State Retirement Systems	CMS
Environmental Protection Agency	IAHSE
State Board of Elections	Department of Human Rights & Healthcare and Family Services
Innovation and Technology	CMS Statewide Recruitment calls which include DEI speakers and representatives from various community organizations and non-profits.

Employment Security	EEOPWDT; IAHSE; Hispanic Employment Plan Council; Asian American Employment Plan Council; African American Employment Plan Council Native American Employment Plan 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
Gaming Board	American Indian Association of Illinois League of United Latin American Citizens; National Hispanic Institute; Hispanic Illinois State Law Enforcement; Illinois Association of Hispanic State Employees; Chicago Union League; Chicago Union League; HACE
Illinois Commerce Commission	NARUC; Handshake; Rep. LaShawn Ford
Deaf and Hard of Hearing Commission	Illinois Deaf Latino Association; Chicagoland Black Deaf Advocates
Commerce and Economic Opportunity	IAHSE
State Fire Marshal	CMS, IDHR, The Morton Group
Juvenile Justice	EEO/AA Officer serves as Ex Officio on Employment Plan Commission and monitors and tracks hiring goals for the agency.
Veterans Affairs	Illinois Association of Hispanic State Employees (IAHSE)

<p>Children and Family Services</p>	<p>Aurora Partners in Health; Latino of Lake County; Elgin Hispanic Network; Puerto Rican Culture Center; Illinois Association of Hispanic State Employees; Pilsen Alliance; Mujeres Latinas en Acción; Latino Social Workers Organization; Latino Roundtable of the Southwest; Latino Partners in Health Coalition; Hispanic Alliance for Career Enhancement; Latinos Progresando; Latino Business Committee of Boone County; Illinois Latino Council on Higher Education; Puerto Rican Parade Committee; Hispanic Women of Springfield; Peruvian Committee; Fiesta Boricua Committee; San Lucas Church; Midwest Asian Health Association; Chinese Mutual Aid Association; Vietnamese Association of Illinois; Chinese American Services League; Chinatown Chamber of Commerce; Asian Americans Advancing Justice in Chicago; Coalition for a Better Chinese American Community; Japanese American Citizens League; Midwest Asian Health Association, Project Vision; Sanjeevani; South Asian American Policy & Research Institute; Melrose Park Community Alliance; Marshall Square Resource Network; Catalyst Career Group; Lawndale Peace; Central States SER; Pilsen Neighbors; Enlace; Chicago Public Schools; Westside Pastorals Coalition for Aids; Erie Neighborhood House; American Indiana Center; American Indian Health Service of Chicago; California Indian Manpower; U of I Native American Support Services Program; Native American Community Advisory Council; Native American Chamber of Commerce; Chicago American Indian Community Collaborative; ChildLink; Lawrence Hall; UCAN; MYSI</p>
<p>Abraham Lincoln Presidential Library and Museum</p>	<p>HACE; Urban League; CIC; SHRM</p>

Guardianship and Advocacy Commission	<p>Illinois Imagines ; The Department of Human Services; Alzheimer’s Disease Committee; Criminal Justice Discussion Groups; National Guardianship Association, Illinois Guardianship Association; Local Interagency Council on Early Intervention; Family Matters Parent Information and Training Center; Tazewell County Program for Inclusive Employment; Illinois Attorney General; Central Illinois Transition Planning Committee; Roosevelt University; Disability Expo in Champaign; The Illinois Department of Corrections; Summit of Hope; 18th Ward Senior Fair; St. Coletta Resource Fair; Mental Health Provider Network Meetings; DD Provider Network Meetings; Cook County Commission on Human Rights; Cook County Veterans Administration; Office of the Cook County Public Safety Officer; Cook County Public Guardians Office; Cook County Sheriff’s Office; Statewide Referral Network; Illinois Center for Civics Education; Resi Aldean Nursing Care; Harvey Senior Center; CARPLS; Volunteer Advocacy Project; St. Louis Area Metropolitan Planning Council; Governors State University- Office of Development and College of Arts of Sciences; University of Illinois- Urbana Department of Special Education; Lake Forest College Office of Development and Career Advancement; University of Chicago- School of Social Services; University of Illinois- Springfield; University of Illinois- Chicago; Bradley University; Chicago Public Schools; Chicago High School for Agricultural Sciences; SPED Department; United States Department of Education- Office of Safe and Healthy Students; Habilitative Systems Incorporated, Westside Institute; Various Illinois State Agencies</p>
Aging	Illinois Association of Hispanics in State Employment
Criminal Justice Information Authority	Adult Redeploy of Illinois
Transportation	<p>United Way; Urban League; Lincoln Land CC; Lakeland CC ; John A Logan CC; Southwestern Ill CC; Lewis and Clark CC; Rock Valley CC; South Suburban CC; Dawson Technical CC; Black Hawk CC; Kankakee CC; Illinois Central CC; The Illinois Black Chamber of Commerce; Pleasant Grove Baptist Church NAACP Chapter Presidents; National Society of Black Engineers; Society of Asian Scientists and Engineers; Society of Hispanic Professional Engineers; Society of Women Engineers; The Black Caucus ; The Latino Caucus; Abundant Faith Christian Center; Pleasant Grove Baptist Church; Union Baptist Church; Alpha Kappa Alpha; Alpha Phi Alpha; Delta Sigma Theta; Kappa Alpha Psi; Omega Psi Phi; Phi Beta Sigma; Zeta Phi Beta; Sigma Gamma Rho; Iota Phi Theta</p>

Human Services	IDES; Community Churches; Community Workforce Centers, Colleges & Universities; Chamber of Commerce; Community Libraries.
State Police	ABLE; AALEA; HISLEA; 30x30 Female Hiring Initiative
Natural Resources	State of IL-CMS; Blacks in Green; Latino Caucus; IAHSE
Human Rights Department	IAHSE
Corrections	*noted to seek answer in uploaded PDF's
Financial and Professional Regulation	UCA Illinois Chapter
Revenue	Lincoln Land Alliance; Black MBA Chicago; Chamber of Commerce; Illinois Black Chamber Commerce; Jewish Child & Family Services; Taxpayers Federation of Illinois; Decatur Chamber of Commerce; Goodwill of Sangamon County; Chicago Northshore Chinese Center; Cook County Workforce Investment Solutions; Center for Changing Lives; Erie House; Sangamon County Bar Association; Skills for Chicagoland's Future; UIS Accounting Economic and Finance Program Advisor; Association of Latino Professionals for America or ALPHA; Cook county IDES; IDES Peoria Office; Sangamon IDES; Illinois Association Hispanic State Employees; Greater Southwest Development Corp; Association of Nonprofit Accountants & Finance Professionals; UIS Spanish Club; Chicago State University; Lesbian and Gay Bar Association; Rockford Bar Association; Asian American Bar Association; Puerto Rican Bar Association; DePaul Law; Loyola; Northwestern Pritzker School of Law; Northern Illinois University; University of Illinois @ Champaign Law program; Alpha Kappa Alpha Society, Inc; NU Omicron Mega Chapter; SPI; National Alumnae Assoc. of Spelman College; Chicago Chapter National Association of Black Accountants; Northwestern Medicine; Focused Forward Clinic; Rockford Career College; Northwestern Quest Scholars; Black Student Alliance; Asian American Bar Association of the Greater Chicago Area; Northwestern University Student Association; Springfield Decatur Alumnae Chapter of Delta Sigma Theta Sorority; Phi Beta Sigma; Alpha Phi Alpha; Lincoln University of Missouri; India Association of Greater Springfield; Lake County Job Center/Workforce development; Career Services at Kankakee Community College; Career Development at Chicago State University Business School at Ill Tech; National Latino Education Institute; Business & Community

	<p>Services; Northwestern Univ. Rimo de Mis Ancestors; Illinois Valley Center for Independent Living; Access Mobilization Project; RAMP; Soyland; Access to Independent Living; SAIL; PACE; Center for Independent Living; Independent Living Council of Illinois; University of Illinois Chicago Law Dept.; University Career Development; Taylor Business Institute; University of Illinois Chicago Law Dept.; Illinois State University; Kane County Office of Workforce Community Reinvestment; National Able Network; St. Paul Church of God in Christ Community Development Ministries, Inc.; Illinois Central College; Cicero Community Collaborative; Asian American Bar Association; Spanish Community Center; Black Women Lawyers' Association of Greater Chicago, Inc.; Universal Metro Asian Services; Metropolitan Asian Family Services; Metro Home Health Care; Northwestern Pritzker School of Law; Southwest Suburban Cook County; American Job Center; Lehman Collage; American Society of Hispanic Economists; Hire Autism; Speaker Welch's District Office; Chicago Urban League; JCFs Paralyzed Veterans of America; Chicago State University; UIS Legal program; Alderwoman 10th Ward.</p>
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This year, agencies were asked to upload all marketing materials used in promotion of hiring efforts. Eleven out of the 50 responding agencies provided copies of their marketing materials.

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

- Aging
- Central Management Services
- Corrections
- Employment Security
- Environmental Protection Agency
- Human Services
- Illinois Liquor Control Commission
- Revenue
- State Fire Marshall
- Transportation
- Veterans Affairs

Internships

Out of 339 internships at the 50 participating agencies, 43 were Hispanic. 12 agencies noted to have recruited interns from federally designated Hispanic Serving Institutions of higher education across the nation.

Those agencies and the schools where they recruit interns are:

Agency	Institution
Central Management Services	National Louis University Chicago
Commerce and Economic Opportunity	University of Illinois at Chicago
Criminal Justice Information Authority	University of Illinois at Chicago
Human Rights Commission	University of Illinois at Chicago
State Police	College of DuPage, and Saint Xavier University
Corrections	Aurora University; City Colleges of Chicago-Harold Washington College; City Colleges of Chicago-Harry S Truman College; City Colleges of Chicago-Malcolm X College; City Colleges of Chicago-Richard J Daley College; College of DuPage; College of Lake County; Elgin Community College; Joliet Junior College; Moraine Valley Community College; Morton College; National Louis University; Northeastern Illinois University; Roosevelt University; Saint Augustine College; Saint Xavier University; Triton College; University of Illinois at Chicago
Human Rights Department	City Colleges of Chicago-Harold Washington; City Colleges of Chicago-Harry S Truman College; City Colleges of Chicago-Malcolm X College; City Colleges of Chicago-Richard J Daley College; City Colleges of Chicago-Wilbur Wright; University of Illinois at Chicago
Guardianship and Advocacy Commission	City Colleges of Chicago-Harold Washington College; City Colleges of Chicago-Richard J Daley College; Moraine Valley Community College; National Louis University; Roosevelt University; Saint Xavier University; University of Illinois at Chicago

Transportation	City Colleges of Chicago-Harold Washington College; City Colleges of Chicago-Harry S Truman College; City Colleges of Chicago-Malcolm X College Chicago; City Colleges of Chicago-Richard J Daley College; City Colleges of Chicago-Wilbur Wright; Joliet Junior College
Illinois Commerce Commission	Aurora University; City Colleges of Chicago-Harold Washington College; City Colleges of Chicago-Harry S Truman College; City Colleges of Chicago-Malcolm X College; College of DuPage; Concordia University-Chicago; Elgin Community College; National Louis University; North Park University; Northeastern Illinois University; Robert Morris University; Roosevelt University; Saint Augustine College; Saint Xavier University; Triton College; University of Illinois at Chicago; William Rainey Harper College; University of Alaska Fairbanks Bristol Bay Campus; Fort Lewis College; Montana State University Northern
Employment Security	Noted All 38 Hispanic Serving Institutions Across the Nation
Human Services	Noted All 38 Hispanic Serving Institutions Across the Nation

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 who participate in the CMS Monthly Statewide Recruitment Call were invited to develop a project description and host a CMS D&I Community Partner Intern.

A total of 13 State agencies submitted 29 positions for either summer 2022 or 2023 academic year intern projects.

Below are the State agencies who opted to participate in either the inaugural summer 2022 or the second cohort for the 2023 academic year of the CMS D&I Community Partner Internship. The chart details the number of positions each State agency they offered to create:

Agency	Total Number of D&I Internship Positions Offered
Abraham Lincoln Presidential Library and Museum	3
Capital Development Board	2
Central Management Services	4
Department of Aging	1
Department of Children and Family Services	1
Department of Commerce & Economic Opportunity	8
Department of Human Services	1
Department of Innovation & Technology	1
Department of Revenue	1
Emergency Management Agency	4
Gaming Board	1
Illinois Power	1
Office of State Fire Marshall	1

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. The six interns were matched into different projects at three State agencies. Each participating agency developed a project description and led stipend and onboarding of each student. Five of the interns successfully completed the summer program.

CMS D&I led the creation of the program and invited all agencies and community partners to participate. Partnering with CMS Bureau of Personnel, all interns joined weekly cohort-style seminars which incorporated inclusive methods for workforce development.

The chart below lists the intern’s self-identification, agency position, institution of higher education and community partner who helped select the undergraduate student.

Intern’s Self-Identification	Agency	Institution of Higher Education	CMS Community Partnership
African American	Department of Commerce & Economic Opportunity	Kankakee Community College	Greater Kankakee Black Chamber of Commerce
Asian American	Emergency Management Agency	University of Illinois at Urbana-Champaign	Asian American Employment Plan Advisory Council & United Chinese Americans
African American	Department of Commerce & Economic Opportunity	Spelman College (HBCU)	Greater Kankakee Black Chamber of Commerce
African American	Department of Commerce & Economic Opportunity	Brown University	African American Employment Plan Advisory Council & Black United Fund
Asian American	Central Management Services, D&I	Loyola University	Asian American Employment Plan Advisory Council & United Chinese Americans
African American	Central Management Services, D&I	Howard University (HBCU)	Greater Kankakee Black Chamber of Commerce

Community partners who joined CMS Diversity & Inclusion's outreach and recruitment efforts in FY21 were invited to help select interns from their served cohorts for FY22, they included:

- African American Employment Plan Advisory Council Members
- Asian American Employment Plan Advisory Council Members
- Black United Fund
- Chicago Urban League
- Chinese Mutual Aid
- Coalition for a Better Chinese American Community
- Harold Washington College
- Hippocrates Community Services
- Hispanic Alliance for Career Enhancement
- Hispanic Employment Plan Advisory Council Members
- Hispanic Women of Springfield
- Joliet Junior College
- Kankakee Black Chamber of Commerce
- Loyola University
- Native American Employment Plan Advisory Council Members
- United Chinese Americans
- University of Illinois Chicago

Opportunities for growth exist and have been identified in this report's goal section for FY23. The 2023 academic year intern cohort will also be reported in the FY23 Employment Plan reports.

Hispanic Employment Plan: Goals for 2023

I. Develop Cultural Outreach & Engagement Partnerships

Time will be allocated at each quarterly Employment Plan Advisory Council meeting for council members to provide input on how to ensure CMS's outreach, engagement, relationship-building, and recruitment events are tailored to the needs of the respective communities served by each EPAC. This will allow Council members and State agencies to:

- Establish a set agenda item where CMS representatives will, on a quarterly basis present and debrief on outreach and recruitment efforts
- Allow council members to identify, promote, recommend, and connect all State agencies to events and community organizations where State agencies can promote employment opportunities
- Allow State agencies to register and participate in at least one community-informed, identity-centered outreach, engagement, relationship-building, or recruitment event per quarter that is identified or approved by employment council members

II. Strengthen and Expand a Diverse Pipeline for State Workforce

CMS will continue to work on formalizing community partners throughout the State for agencies to host CMS D&I Community Partner Interns. This will allow State agencies to:

- Create additional internship opportunities for students who meet the employment plan State statute demographics through relationships with high identity-based demographics.
- Onboard and introduce Illinois public service to prospective future applicants
- Build a relationship and better understand the needs for inclusive outreach, recruitment, and retention of a diverse workforce

III. Promote Inclusive Practices in State Workforce

CMS Diversity and Inclusion will continue to create opportunities through professional development that aims to advance diversity, inclusion, equity, and access in Illinois State workforce. State agencies and council members will be invited to:

- Promote CMS Live Conversations – a lunch hour webinar conversation that aims to complement the required annual DEI trainings by connecting topics to the workforce
- Serve as a co-panelist to highlight expertise, best practices, and opportunities for shared growth
- Share space for recognition to topics that help promote inclusion and thus, retention of a diverse workforce

IV. Dashboard Analytics for Recruitment and Retention of a Diverse State Workforce

CMS will use the newly developed dashboard to measure the application success rate at each stage of diverse applicant process. This will allow agencies and Employment Council members to:

- Measure success of equity efforts from outreach based on application and employee data
- Leverage expertise from employment council members on how to approach equity efforts
- Allow agencies to note and adjust processes where appropriate
- Invite CMS Bureau of Personnel to help navigate jargon and established procedures
- Allow CMS to further develop data management tools to measure retention of diverse State employees

V. Bilingual Services

Agencies should widely publicize the availability of free bilingual services and examine factors that could positively influence communication flow between State government and LEP populations. CMS will invite agencies who have translated materials and that actively conduct outreach in different languages to join and present at future FY23 Asian American and Hispanic Employment Plan Council meetings.

This will allow fellow agencies who do not actively publicize the availability of free bilingual services to:

- Note methods by which website and handouts are translated
- Note cultural competence required for effective language translation
- Pose questions to peer agencies and members of the Asian American and Hispanic Employment Plan Advisory Councils.
- Share drafted initiatives with council members, CMS and agency peers
- Begin to implement and promote bilingual services

VI. Non-English Interaction Tracking

CMS will invite agencies who have standard operating procedures for collecting non-English language interactions to present at Asian American and Hispanic Employment Plan Council meetings.

- This will allow fellow agencies who do not currently track bilingual interactions to:
- Initiate communication with other State agencies who currently track bilingual interactions
- Learn what systems and procedures already exist within the State
- Note resources, opportunities and lessons learned as other agencies develop and track bilingual interactions
- Pose questions to presenting agencies and council members to best adopt and implement the data collection for their agencies

This will also allow all agencies to:

- Identify a continuous assessment method to ensure that scope of bilingual services is meeting the needs of persons with LEP by service area
- Identify when to transition from interpreter usage into bilingual positions

VII. Bilingual Employee Pay

All agencies will work towards encouraging bilingual staff to seek promotions to all levels of the organization. CMS will coordinate an FY23 quarterly meeting of the Asian American Employment Plan Advisory Council as well as the Hispanic Employment Plan Advisory Council to address bilingual promotions. All agencies will be invited to attend and:

- Note recommendations from the Asian American Employment Plan Advisory Council and the Hispanic Employment Plan Advisory Council
- Ask questions to CMS regarding logistical and legal implementation of such recommendations
- Share drafted initiatives with council members, CMS and agency peers
- Kick-off initiatives towards encouraging bilingual staff to seek promotions to all levels of the organization.

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

- The prevalence and impact of Latinx State employees
- The barriers faced by Latinx 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 Latinx employees in State government

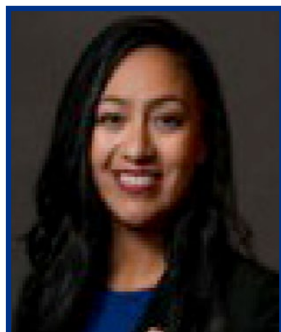
In FY22, the following community and industry leaders were part of the Hispanic Employment Plan Advisory Council:



Roberto Sanabria (Council Chair) has led diversity and inclusion efforts for the past 15 years. He served as the deputy director of affirmative action at DCFS, the director of university outreach and equal employment at Northeastern Illinois University, and the director of equal employment and access at Northwestern University and is currently the Senior Director of Human Resources and Equity at The Puerto Rican Cultural Center of Chicago (PRCC). Roberto has a Bachelor of Art in Spanish from The University of Illinois Urbana-Champaign, a Master and a Doctorate in Adult Education from Northern Illinois University and National-Louis University respectively.



Ana Guajardo is a veteran, respected community leader and the co-founder and Executive Director of a community organization based in South Chicago who has spent much of her personal and professional career organizing on the Southeast Side of Chicago and the South Suburbs. Ana co-founded the Illinois Worker Cooperative Alliance and has worked as a community organizer with the Illinois Coalition for Immigrant and Refugee Rights (ICIRR). In 2008, Ana co-founded Centro de Trabajadores Unidos with a group of Southeast Side residents and workers and became the first Executive Director of the organization. Ana served in the Illinois National Guard for 7.5 years. She holds a Bachelor of Arts Degree in Political Science from Chicago State University, master's degree in Public Policy from the University of Minnesota, Hubert H. Humphrey Institute and currently is a PhD student at Loyola University.



Patricia Mota currently serves as the President & CEO for the Hispanic Alliance for Career Enhancement (HACE), leading strategy, fundraising and development, leadership programs, and expanding impact on a national scale. Patricia leads with a diverse industry background, from co-founding a nonprofit, leading in community affairs for local government, marketing for corporate utilities company, to administration in higher education, to circling back to nonprofit at HACE as a Director in 2010, Sr. Director 2012, then CEO in 2015. Patricia has a strong history of serving the community and was most recently appointed as a Commissioner on the Illinois Hispanic Employment Plan Council and named Crain's Business Chicago Top 25 Most Powerful Latinos. Patricia earned a double Bachelor of Arts degree from Indiana University- Bloomington in Spanish and Communication & Culture and a Master's in Public Affairs (MPA) in Public Management from Indiana University's School of Public & Environmental Affairs (SPEA)-Indianapolis. Patricia is also a certified leadership coach, Insights Discovery© license



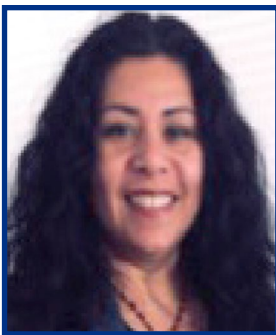
Jose M. Muñoz is a social impact strategist with over 20 years of executive management, government affairs and public relations experience. Currently, Jose serves as Executive Director at La Casa Norte (LCN). In August of 2019 Jose was appointed by Mayor Lori Lightfoot and unanimously approved by Chicago's City Council to serve as a Commissioner of the Chicago Park District. Jose has also served in the Illinois Governor's Office as Chief Marketing Officer, where he led the Statewide rollout of the health insurance marketplace's public education campaign. Jose's work was recognized nationally for engaging "hard to reach" groups (ethnic minorities, millennials, etc.). Jose also served as Deputy Commissioner for the City of Chicago's Department of Public Health (CDPH) and has led the national launch of New Futuro, a social enterprise that reached over a million Latinos. Jose graduated Summa Cum Laude from Chicago State University's College of Business with a Bachelor of Business Administration.



Christian Roldan Santos has been working in Higher Education for over 15 years. Christian has been an instructor at 4-year private institutions, 4-year public and Community College. Christian has also served as an Academic Adviser and a Research Adviser for Summer Research Programs for Undergraduate Students. His different roles in Higher Education have provided different perspectives that he uses in his teaching and outreach to the community, particularly in issues related to underrepresented minorities and community involvement. Christian has earned his Master's in Mathematics from the University of Iowa and his Bachelor of Science in Mathematics from the University of Puerto Rico - Mayaguez.



Roberto Sepúlveda is a Consultant and an HR Professional who has focused his efforts on increasing diversity and inclusion in the corporate world as well as increasing diversity in government and politics. His career has included diversity roles with Sara Lee Corp. and the Hispanic Alliance for Career Enhancement (HACE). An active figure in his community, he has served on the board of directors of the West Cook YMCA, the Triton College Community Advisory Committee and the Maywood Rotary Club. He currently serves on the Board of Directors of Centro de Información. A native of Melrose Park, IL, Mr. Sepúlveda earned his MBA in 2010 from Dominican University's Brennan School of Business (River Forest).



Dr. Layla Suleiman González has an extensive background in navigating complex intergovernmental, community, and philanthropic relationships and is deeply committed to inclusion, leadership development, stakeholder engagement, education, health and human services. Layla is currently the Director of the Human Services Program at Loyola University Chicago. Previously, Layla has worked at DePaul University as Assistant Professor, Department of Education Policy Studies and Research and Aunt Martha's Youth Service Center as Chief Strategy and Innovation Officer. Layla earned her Juris Doctorate and a Certificate from DePaul University College of Law; she also has a Ph.D. in Psychology and Bachelor of Science in Applied Psychology from the Loyola University Chicago.

Governing Authority

Civil Administrative Code

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

CMS is statutorily designated to develop the Hispanic Employment Plan, monitor State agency compliance, and receive agencies' annual reports regarding their efforts to implement the prior year's Hispanic Employment Plan. CMS Sends state agencies an annual Hispanic 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 who 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 FY22 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.

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

Contact Information

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Data Sourcing, Methodology and Appendix

Table is organized in ascending order by number of Latinx new hires.

Representation of New Latinx Hires by Agency in FY22

	Agency	Number of New Latinx Employees	Total Agency New Hires	% of New Hires (Latinx)
1	Human Services	70	647	10.8%
2	Children & Family Services	28	384	7.3%
3	Corrections	27	679	4.0%
4	Healthcare & Family Services	14	137	10.2%
5	Veterans Affairs	13	114	11.4%
6	Employment Security	12	58	20.7%
7	Human Rights Department	10	15	66.7%
8	Public Health	7	77	9.1%
9	State Police	5	64	7.8%
10	Comm & Economic Opportunity	3	28	10.7%
11	Fin & Prof Reg	3	29	10.3%
12	Innovation & Technology	3	75	4.0%
13	Revenue	3	90	3.3%
14	Transportation	3	57	5.3%
15	Environmental Protection	2	57	3.5%
16	Insurance	2	9	22.2%
17	Juvenile Justice	2	43	4.7%
18	Labor	2	10	20.0%
19	Liquor Control Commission	2	6	33.3%
20	Natural Resources	2	40	5.0%
21	Arts Council	1	2	50.0%
22	Central Management Services	1	37	2.7%
23	Criminal Justice Authority	1	12	8.3%
24	Guardianship & Advocacy	1	8	12.5%
25	Human Rights Commission	1	3	33.3%
26	Property Tax Appeal Board	1	3	33.3%
27	State Fire Marshal	1	7	14.3%
28	Workers Compensation	1	5	20.0%

Table only includes agencies which hired Latinxs (12 agencies excluded).

Representation of Total Latinx Senior Hires in FY22 by Agency

	Agency	Number of New Latinx Senior Employees	Total Agency New Senior Hires	% of New Senior Hires (Latinx)
1	Financial & Professional Regulation	2	10	20.0%
2	Human Rights Department	2	6	33.3%
3	Central Management Services	1	5	20.0%
4	Human Rights Commission	1	1	100.0%
5	Human Services	1	10	10.0%
6	Natural Resources	1	3	33.3%
7	Public Health	1	10	10.0%
8	Workers Compensation Com	1	2	50.0%

Table only includes agencies which hired Latinxs as senior employees (21 agencies excluded).

Representation of Total Latinx Employees in FY22 by Agency

Table is organized in ascending order by number of Latinx new hires.

	Agency	Total Number of Latinx Employees	Total Agency Employees	% of Total Agency Employees (Latinx)
1	Human Services	1,429	13,026	11.0%
2	Corrections	488	12,090	4.0%
3	Children & Family Services	266	2,872	9.3%
4	Employment Security	220	1,109	19.8%
5	Healthcare & Family Services	136	1,652	8.2%
6	Transportation	123	2,211	5.6%
7	Public Health	70	1,140	6.1%
8	Veterans Affairs	64	1,190	5.4%
9	Juvenile Justice	61	749	8.1%
10	Revenue	51	1,266	4.0%
11	Financial & Professional Regulations	45	403	11.2%

12	State Police	42	924	4.5%
13	Human Rights Department	39	116	33.6%
14	Innovation & Technology	28	1,149	2.4%
15	Commerce & Economic Opportunity	23	261	8.8%
16	Environmental Protection	20	630	3.2%
17	Central Management Services	18	674	2.7%
18	Natural Resources	17	1,110	1.5%
19	Labor	15	82	18.3%
20	Lottery	15	147	10.2%
21	Aging	14	137	10.2%
22	Guardianship & Advocacy	13	103	12.6%
23	Gaming Board	10	158	6.3%
24	Agriculture	9	310	2.9%
25	Workers Compensation	9	90	10.0%
26	Unmatched	8	14	57.1%
27	Insurance	7	195	3.6%
28	Criminal Justice Authority	6	72	8.3%
29	Human Rights Commission	6	15	40.0%
30	Liquor Control Commission	5	41	12.2%
31	Arts Council	4	16	25.0%
32	Military Affairs	3	124	2.4%
33	State Fire Marshal	3	146	2.1%
34	Commerce Commission	2	53	3.8%
35	Property Tax Appeal Bd	2	35	5.7%
36	State Retirement Systems	2	94	2.1%
37	Capital Development Board	1	29	3.4%
38	Emergency Management Agency	1	82	1.2%

39	Illinois Torture Inquiry Relief Commission	1	4	25.0%
40	Labor Relations Board Educational	1	6	16.7%
41	Law Enforcement Training & Standard Board	1	22	4.5%
42	Prisoner Review Board	1	19	5.3%
43	Racing Board	1	2	50.0%

Table only includes agencies which currently have Latinx employees (10 agencies excluded).

Appendix

Individual agency outreach materials and all agency survey answer documents can be found online as 2022 Employment Plan Appendix at:

<https://cms.illinois.gov/personnel/dep/hep.html>