



March 31, 2023

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 Department of Central Management Services (CMS) hereby submits a progress report detailing the action steps and progress made 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 CMS 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 CMS.

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 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.*<sup>1</sup>

CMS has further defined “program participants” as:

Individuals detailed in GOMB’s existing Integrated Performance Reporting System (IPRS) programs based at CMS and collecting individual data from a primary (as opposed to second-hand) and mature (as opposed to in-development) system with a historical record of collecting demographic information.

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

- Bureau of Personnel’s Personnel Examining and Eligibility Requisition System (PEERS) database of all current code-covered State employees.

Since the July 2022 statistical report, CMS has taken the following actions to assess the changes needed to catalogue demographic data for each of the aforementioned programs.

Following its initial statistical report CMS has identified additional opportunities to define and standardize the demographic categories enumerated in the statute.

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<sup>1</sup> Programs with anonymous reporting of violations, those which utilize tele-help lines, and regulatory/licensure programs have been excluded from this definition.

CMS already defines and standardizes the below categories in the major program:

- Race: American Indian/Alaska Native, Asian/Asian American, African American/Black, Native Hawaiian and Other Pacific Islander, White/European American
- Ethnicity: Latino/Latina/Latinx/Hispanic
- Age: Birthdate
- Sex: Female, Male
- Disability Status: Disability by PEERS Status Code.

Since the initial progress report, CMS has outlined the following technical and paper process changes required to streamline data collection and reporting on major program participants.

CMS and DoIT are partnering on large scale Human Capital Management (HCM) implementation designed to overhaul much of the personnel data collection to automate the Bureau of Personnel's processes. This PEERS-successor project will collect the data noted above, with an expected completion date in 2023 for the first phase and early 2024 for the second phase. Further, CMS is supportive of HB2297 that would include gender identity as a collected item.

As the State works to implement the Act, CMS 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. Ultimately, we hope to provide valuable data and analysis that will be meaningful and inform program design and policy-making endeavors.

Sincerely,



Raven A. DeVaughn  
Acting Director