**Section 2520.720 Affirmative Action Groups**

Section 2-105(B) of the Act requires agencies to keep records, analyze their workforces, and establish numerical and program goals for employment *by race, national origin, sex and* *disability, and any other category which the Department may require by rule* [775 ILCS 5/2-105(B)]. State agency affirmative action efforts should focus upon the following groups: Blacks and African Americans, women, Hispanics and Latinos, American Indians and Alaskan Natives, Asians, Native Hawaiians and Other Pacific Islanders, and disabled persons. The Department will apply the criteria of Section 2520.730 to identify other groups to be added to this list.

(Source: Amended at 38 Ill. Reg. 9481, effective April 21, 2014)