



## 100TH GENERAL ASSEMBLY

### State of Illinois

2017 and 2018

HB5228

by Rep. La Shawn K. Ford

#### SYNOPSIS AS INTRODUCED:

20 ILCS 30/5  
20 ILCS 30/15  
20 ILCS 30/20

Amends the African American Employment Plan Act. Requires the Department of Central Management Services to develop and implement plans to improve the delivery of State services to African American youth between the ages of 18 and 25, and increase the number of African American youth between such ages employed in entry-level administrative, clerical, and information technology (IT) positions. Requires the Department to improve the delivery of State services to African Americans by increasing the number of contracts between African Americans and the State for construction and professional services. Requires each State agency to implement strategies and programs in accordance with the African American Employment plan to: (1) improve the delivery of State services to African American youth between the ages of 18 and 25; (2) increase the number of African American youth between the ages of 18 and 25 employed in entry-level administrative, clerical, and information technology (IT) positions; and (3) improve the delivery of State services to African Americans by increasing the number of contracts between African Americans and the State for construction and professional services. Modifies a Section concerning the purposes of the Act.

LRB100 18009 RJF 33197 b

1 AN ACT concerning government.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 5. The African American Employment Plan Act is  
5 amended by changing Sections 5, 15, and 20 as follows:

6 (20 ILCS 30/5)

7 Sec. 5. Purposes. The purposes of this Act are as follows:

8 (a) improve the delivery of State services to Illinois'  
9 African Americans by increasing the number of African American  
10 State employees and the number of African American State  
11 employees serving in supervisory, technical, professional, and  
12 managerial positions;

13 (a-1) improve the delivery of State services to African  
14 American youth between the ages of 18 and 25, and increase the  
15 number of African American youth between such ages employed in  
16 entry-level administrative, clerical, and information  
17 technology (IT) positions;

18 (a-2) improve the delivery of State services to African  
19 Americans by increasing the number of contracts between African  
20 Americans and the State for construction and professional  
21 services;

22 (b) identify State agencies' staffing needs and  
23 qualification requirements;

1 (c) track hiring practices and promotions of African  
2 Americans employed by State agencies;

3 (d) increase the number of African Americans employed by  
4 State agencies;

5 (e) increase the number of African American State employees  
6 who are promoted;

7 (f) assist State agencies to meet their goals established  
8 pursuant to the African American Employment Plan; and

9 (g) establish the African American Employment Plan  
10 Advisory Council.

11 (Source: P.A. 96-1341, eff. 7-27-10.)

12 (20 ILCS 30/15)

13 Sec. 15. African American Employment Plan.

14 (a) The Department shall develop and implement plans to  
15 increase the number of African Americans employed by State  
16 agencies and the number of African Americans employed by State  
17 agencies at supervisory, technical, professional, and  
18 managerial levels.

19 (a-5) The Department shall develop and implement plans to  
20 improve the delivery of State services to African American  
21 youth between the ages of 18 and 25, and increase the number of  
22 African American youth between such ages employed in  
23 entry-level administrative, clerical, and information  
24 technology (IT) positions.

25 (a-10) The Department shall develop and implement plans to

1 improve the delivery of State services to African Americans by  
2 increasing the number of contracts between African Americans  
3 and the State for construction and professional services.

4 (b) The Department shall prepare and revise annually an  
5 African American Employment Plan in consultation with  
6 individuals and organizations knowledgeable on this subject  
7 and with the African American Employment Plan Advisory Council.  
8 The Department shall report to the General Assembly by February  
9 1 of each year, beginning with February 1, 2011, each State  
10 agency's activities that implement the African American  
11 Employment Plan.

12 (c) The Department shall monitor compliance with the  
13 African American Employment Plan and may assign that duty to  
14 the Department's staff or to a full-time African American  
15 employment coordinator. Nothing in this Act mandates the  
16 Department to hire additional staff.

17 (Source: P.A. 96-1341, eff. 7-27-10.)

18 (20 ILCS 30/20)

19 Sec. 20. State agency affirmative action and equal  
20 employment opportunity goals.

21 (a) Each State agency shall implement strategies and  
22 programs in accordance with the African American Employment  
23 Plan to increase the number of African Americans employed by  
24 that State agency and the number of African Americans employed  
25 by that State agency at supervisory, technical, professional,

1 and managerial levels. Each State agency shall also implement  
2 strategies and programs in accordance with the African American  
3 Employment plan to: (1) improve the delivery of State services  
4 to African American youth between the ages of 18 and 25; (2)  
5 increase the number of African American youth between the ages  
6 of 18 and 25 employed in entry-level administrative, clerical,  
7 and information technology (IT) positions; and (3) improve the  
8 delivery of State services to African Americans by increasing  
9 the number of contracts between African Americans and the State  
10 for construction and professional services.

11 (b) Each State agency shall report annually to the  
12 Department and the Department of Human Rights, in a format  
13 prescribed by the Department, all of the agency's activities in  
14 implementing the African American Employment Plan. Each  
15 agency's annual report shall include reports or information  
16 related to the agency's African American employment strategies  
17 and programs that the agency has received from the Department,  
18 the Department of Human Rights, or the Auditor General,  
19 pursuant to their periodic review responsibilities; findings  
20 made by the Governor in his or her report to the General  
21 Assembly; assessments of service needs based upon the agency's  
22 service populations; information on the agency's studies and  
23 monitoring success concerning the number of African Americans  
24 employed by the agency at the supervisory, technical,  
25 professional, and managerial levels and any increases in those  
26 categories from the prior year; and information concerning the

1 agency's African American employment budget allocations.

2 (c) The Department shall assist State agencies required to  
3 establish preparation and promotion training programs under  
4 subsection (H) of Section 7-105 of the Illinois Human Rights  
5 Act for failure to meet their affirmative action and equal  
6 employment opportunity goals. The Department shall survey  
7 State agencies to identify effective existing training  
8 programs and shall serve as a resource to other State agencies.  
9 The Department shall assist agencies in the development and  
10 modification of training programs to enable them to meet their  
11 affirmative action and equal employment opportunity goals and  
12 shall provide information regarding other existing training  
13 and educational resources, such as the Upward Mobility Program,  
14 the Illinois Institute for Training and Development, the  
15 Central Management Services Training Center, Executive  
16 Recruitment Internships, and Graduate Public Service  
17 Internships.

18 (Source: P.A. 96-1341, eff. 7-27-10.)