



101ST GENERAL ASSEMBLY

State of Illinois

2019 and 2020

HB4453

Introduced 2/3/2020, by Rep. Lamont J. Robinson, Jr.

SYNOPSIS AS INTRODUCED:

New Act

Creates the Governor's Office of Diversity Act. Creates the Chief Diversity Officer within the Office of the Governor. Provides that the Chief Diversity Officer shall be appointed by the Governor, for a term to be determined by the Governor, and shall receive a salary to be fixed by the Governor. Provides that the Chief Diversity Officer shall be the head of the Governor's Office of Diversity. Provides duties and responsibilities of the Chief Diversity Officer. Creates the Office of Diversity within the Office of the Governor. Specifies duties of the Office of Diversity. Requires each State agency under the jurisdiction of the Governor to develop a diversity plan. Provides further requirements concerning the development of diversity plans.

LRB101 17873 RJF 67309 b

1 AN ACT concerning State government.

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

4 Section 1. Short title. This Act may be cited as the
5 Governor's Office of Diversity Act.

6 Section 5. Chief Diversity Officer.

7 (a) There is hereby established a Chief Diversity Officer
8 within the Office of the Governor. The Chief Diversity Officer
9 shall be appointed by the Governor, for a term to be determined
10 by the Governor, and shall receive a salary to be fixed by the
11 Governor.

12 (b) The Chief Diversity Officer shall be the head of the
13 Governor's Office of Diversity, and shall have duties and
14 responsibilities, including, but not limited to, the
15 following:

16 (1) to advise and assist the Governor in formulating
17 policies relating to workforce diversity and minority and
18 women-owned business enterprises;

19 (2) to advise the Governor and State agencies regarding
20 any measures necessary to ensure the use of diversity
21 practices in State government;

22 (3) to serve as the Governor's liaison with
23 organizations representing minority and women-owned

1 business enterprises and other organizations related to
2 diversity in the State workforce and in State contracting;

3 (4) to serve as the Governor's liaison for issues
4 related to the creation of a diverse workforce and State
5 procurement practices relating to minority and women-owned
6 business enterprises;

7 (5) to review and consult regarding policies relating
8 to minority and women-owned business enterprise contract
9 specialists at State agencies;

10 (6) to perform and oversee the requirements of the
11 Governor's Office of Diversity created under this Act; and

12 (7) to engage in other actions assigned to him or her
13 by the Governor relating to diversity in hiring or
14 promotion of the State workforce and in encouraging
15 diversity practices in State government.

16 Section 10. Governor's Office of Diversity.

17 (a) The Office of Diversity is hereby created in the Office
18 of the Governor to be headed by the Chief Diversity Officer.
19 The Office of Diversity shall maintain and continue to develop
20 on behalf of the people of the State of Illinois a policy of
21 diversity that builds upon the strengths of diverse
22 communities, their families, and their institutions, and
23 expedites their journey towards representation in State
24 government. The policy developed by the Office shall enable
25 State government to more effectively assist diverse

1 communities in overcoming barriers to success and shall
2 facilitate host communities' ability to capitalize on the
3 assets of their community.

4 (b) The Governor's Office of Diversity shall identify
5 strategic partnerships with State agencies under the
6 jurisdiction of the Governor in an effort to implement best
7 practices, policies, and procedures, and make recommendations
8 for statewide policy and administrative changes.

9 Section 15. Diversity plans. Each State agency under the
10 jurisdiction of the Governor shall develop a diversity plan
11 that incorporates effective training and resources, ensures
12 culturally and linguistically competent and appropriate
13 services, and includes administrative practices that reach out
14 to and reflect the needs of diverse communities. Each State
15 agency under the jurisdiction of the Governor shall consult
16 with the Governor's Office of Diversity in creating diversity
17 plans. State agency plans should be submitted to the Governor
18 for approval.