

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 Native
5 American Employment Plan Act.

6 Section 5. Purpose. The purposes of this Act are to:

7 (1) Improve the delivery of State services to Illinois'
8 Native Americans by increasing the number of Native
9 American State employees and the number of Native American
10 State employees serving in supervisory, technical,
11 professional, and managerial positions.

12 (2) Identify State agencies' staffing needs and
13 qualification requirements.

14 (3) Track hiring practices and promotions of Native
15 Americans employed by State agencies.

16 (4) Increase the number of Native Americans employed by
17 State agencies.

18 (5) Increase the number of Native American State
19 employees who are promoted.

20 (6) Assist State agencies to meet their goals
21 established under the Native American Employment Plan.

22 (7) Establish the Native American Employment Plan
23 Advisory Council.

1 Section 10. Definitions. As used in this Act:

2 "Department" means the Department of Central Management
3 Services.

4 "Native American" has the same meaning as "American Indian
5 or Alaska Native" under subsection (D) of Section 2-105 of the
6 Illinois Human Rights Act.

7 "State agency" or "agency", whether used in the singular or
8 plural, means all departments, officers, commissions, boards,
9 institutions, and bodies politic and corporate of the State.
10 The term, however, does not mean the judicial branch,
11 including, without limitation, the several courts of the State,
12 the offices of the clerk of the Supreme Court and the clerks of
13 the appellate court, and the Administrative Office of the
14 Illinois Courts, nor does it mean the General Assembly or its
15 committees or commissions.

16 Section 15. Native American Employment Plan.

17 (a) The Department shall develop and implement plans to
18 increase the number of Native Americans employed by State
19 agencies and the number of Native Americans employed by State
20 agencies at supervisory, technical, professional, and
21 managerial levels.

22 (b) The Department shall prepare and revise annually a
23 Native American Employment Plan in consultation with
24 individuals and organizations knowledgeable on this subject

1 and with the Native American Employment Plan Advisory Council.
2 The Department shall report to the General Assembly by February
3 1 of each year, beginning with February 1, 2020, each State
4 agency's activities that implement the Native American
5 Employment Plan.

6 (c) The Department shall monitor compliance with the Native
7 American Employment Plan and may assign that duty to the
8 Department's staff or to a full-time Native American Employment
9 Coordinator who shall be appointed by the Native American
10 Employment Plan Advisory Council. Nothing in this Act mandates
11 the Department to hire additional staff.

12 Section 20. Native American Employment Plan Advisory
13 Council.

14 (a) The Native American Employment Plan Advisory Council is
15 created. The Advisory Council shall consist of 11 members, each
16 of whom shall be a Native American subject matter expert,
17 appointed by the Governor. Ex officio liaison members shall be
18 appointed by the Director or Secretary of each of the following
19 agencies:

- 20 (1) Department on Aging;
- 21 (2) Department of Children and Family Services;
- 22 (3) Department of Commerce and Economic Opportunity;
- 23 (4) Department of Corrections;
- 24 (5) Department of Employment Security;
- 25 (6) Department of Human Services;

- 1 (7) Department of Human Rights;
- 2 (8) Department of Healthcare and Family Services;
- 3 (9) Department of Public Health; and
- 4 (10) Department of Transportation.

5 (b) Members of the Native American Employment Plan Advisory
6 Council who are appointed by the Governor shall serve without
7 compensation. Ex officio liaison members shall not receive any
8 compensation in addition to their regular salary. All members
9 of the Council shall be reimbursed for their reasonable and
10 necessary expenses from funds appropriated for that purpose.

11 (c) The Native American Employment Plan Advisory Council
12 shall appoint a Native American Employment Coordinator. In
13 addition to any other duties which may be prescribed by law,
14 the duties of the Native American Employment Coordinator under
15 this Act shall be determined by the Council.

16 (d) The Native American Employment Plan Advisory Council
17 shall examine:

18 (1) the prevalence and impact of Native Americans
19 employed by State government;

20 (2) the barriers faced by Native Americans who seek
21 employment or promotional opportunities in State
22 government; and

23 (3) possible incentives that could be offered to foster
24 the employment and promotion of Native Americans in State
25 government.

26 (e) The Council shall meet quarterly to provide

1 consultation to State agencies and the Native American
2 Employment Coordinator.

3 (f) The Native American Employment Plan Advisory Council
4 shall receive administrative support from the Department of
5 Central Management Services and shall issue an annual report of
6 its activities each year on or before February 1, beginning
7 February 1, 2021.

8 Section 100. The Department of Central Management Services
9 Law of the Civil Administrative Code of Illinois is amended by
10 changing Section 405-125 as follows:

11 (20 ILCS 405/405-125) (was 20 ILCS 405/67.31)

12 Sec. 405-125. State agency affirmative action and equal
13 employment opportunity goals. Each State agency shall
14 implement strategies and programs in accordance with the State
15 Hispanic Employment Plan, ~~and~~ the State Asian-American
16 Employment Plan, and the Native American Employment Plan to
17 increase the number of Hispanics employed by the State, the
18 number of Asian-Americans employed by the State, ~~and~~ the number
19 of bilingual persons employed by the State, and the number of
20 Native American persons employed by the State at supervisory,
21 technical, professional, and managerial levels. Each State
22 agency shall report annually to the Department and the
23 Department of Human Rights, in a format prescribed by the
24 Department, all of the agency's activities in implementing the

1 State Hispanic Employment Plan, ~~and~~ the State Asian-American
2 Employment Plan, and the Native American Employment Plan. Each
3 agency's annual report shall include reports or information
4 related to the agency's Hispanic, Asian-American, Native
5 American, and bilingual employment strategies and programs
6 that the agency has received from the Illinois Department of
7 Human Rights, the Department of Central Management Services, or
8 the Auditor General, pursuant to their periodic review
9 responsibilities; findings made by the Governor in his or her
10 report to the General Assembly; assessments of bilingual
11 service needs based upon the agency's service populations;
12 information on the agency's studies and monitoring success
13 concerning the number of Hispanics, Asian-Americans, Native
14 Americans, and bilingual persons employed by the agency at the
15 supervisory, technical, professional, and managerial levels
16 and any increases in those categories from the prior year; and
17 information concerning the agency's Hispanic, Asian-American,
18 Native American, and bilingual employment budget allocations.
19 The Department shall assist State agencies required to
20 establish preparation and promotion training programs under
21 subsection (H) of Section 7-105 of the Illinois Human Rights
22 Act for failure to meet their affirmative action and equal
23 employment opportunity goals. The Department shall survey
24 State agencies to identify effective existing training
25 programs and shall serve as a resource to other State agencies.
26 The Department shall assist agencies in the development and

1 modification of training programs to enable them to meet their
2 affirmative action and equal employment opportunity goals and
3 shall provide information regarding other existing training
4 and educational resources, such as the Upward Mobility Program,
5 the Illinois Institute for Training and Development, the
6 Central Management Services Training Center, Executive
7 Recruitment Internships, and Graduate Public Service
8 Internships.

9 (Source: P.A. 97-856, eff. 7-27-12.)