

1 AN ACT concerning employment.

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

4 Section 5. The Artificial Intelligence Video Interview Act  
5 is amended by adding Section 20 as follows:

6 (820 ILCS 42/20 new)

7 Sec. 20. Report of demographic data.

8 (a) An employer that relies solely upon an artificial  
9 intelligence analysis of a video interview to determine  
10 whether an applicant will be selected for an in-person  
11 interview must collect and report the following demographic  
12 data:

13 (1) the race and ethnicity of applicants who are and  
14 are not afforded the opportunity for an in-person  
15 interview after the use of artificial intelligence  
16 analysis; and

17 (2) the race and ethnicity of applicants who are  
18 hired.

19 (b) The demographic data collected under subsection (a)  
20 must be reported to the Department of Commerce and Economic  
21 Opportunity annually by December 31. The report shall include  
22 the data collected in the 12-month period ending on November  
23 30 preceding the filing of the report.

1       (c) The Department must analyze the data reported and  
2       report to the Governor and General Assembly by July 1 of each  
3       year whether the data discloses a racial bias in the use of  
4       artificial intelligence.