

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 5. The Department of Central Management Services
5 Law of the Civil Administrative Code of Illinois is amended by
6 adding Section 405-123 as follows:

7 (20 ILCS 405/405-123 new)

8 Sec. 405-123. State agency interview panel diversity.

9 (a) Each State agency shall establish the goal of
10 increasing diversity on interview panels in order to increase
11 State employment opportunities provided to women, minority
12 persons, and persons to which the goals of the following
13 programs apply: (i) the African American Employment Plan; (ii)
14 the Hispanic Employment Plan; (iii) the Asian American
15 Employment Plan; (iv) the Native American Employment Plan; and
16 (v) the requirements concerning employment of bilingual
17 persons.

18 (b) Each State agency shall use in the interview process,
19 if possible, persons that are representative of the persons
20 specified under subsection (a) if the interview being
21 conducted meets the following criteria:

22 (1) the hiring State agency implements an interview
23 panel for the position consisting of 3 or more hiring

1 personnel; or

2 (2) the hiring State agency implements a multi-round
3 interview process consisting of 2 or more rounds for the
4 position.

5 (c) Each State agency shall submit an annual report to the
6 Department of Central Management Services concerning its
7 actions under this Section, and the Department shall report
8 annually on these actions through the employment plans
9 specified under subsection (a). The report shall include the
10 following:

11 (1) the number of applicants that were interviewed
12 that are representative of the persons and employment
13 plans specified under subsection (a);

14 (2) the number of interviews in which the hiring
15 personnel and the applicant were both representative of
16 the persons or employment plans specified under subsection
17 (a); and

18 (3) the number of applicants that met the criteria of
19 the persons and employment plans specified under
20 subsection (a) that were hired by a State agency.

21 (d) The requirements of this Section shall not apply to
22 State employment for job titles that are classified as
23 Rutan-exempt, or for which political considerations may be
24 taken into account when hiring personnel.