

AN ACT concerning State government.

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

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

(20 ILCS 405/405-123 new)

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

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

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

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

personnel; or

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

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

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

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

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

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