



Date: 6/26/24

To: Honorable Members of the Illinois General Assembly

From: Raven A. DeVaughn, Director, Department of Central Management Services (CMS)

Re: Data Governance and Organization to Support Equity and Racial Justice Act Section 20-15(a) Report

This report is issued pursuant to the provisions of Section 20-15(a) of the Data Governance and Organization to Support Equity and Racial Justice Act (“the Act”) (20 ILCS 65/20-1). The Act requires CMS to report statistical data on the racial, ethnic, age, sex, disability status, sexual orientation, gender identity, and primary or preferred language demographics of program participants for each major program the CMS administers.

Introduction

In the first Annual March Data Governance and Organization to Support Equity and Racial Justice Act Report, CMS identified the following “major programs” and corresponding participant populations for analysis:

State of Illinois Employee Engagement Survey (EES)

For each major program identified in the CMS March 2024 report, this report will provide statistical data where available for each of demographic dispositions enumerated in the Act: race, age, sex, disability status, sexual orientation, gender identity and primary or preferred language.

Section 20-15(e) of the Act states “if the Board or Department is unable to begin reporting the data required by subsection (a) by July 1, 2022, the Board or the Department shall state the reasons for the delay under the reporting requirements.” As of the date of this report CMS was unable to begin reporting the following data.

- Age
- Sex
- Primary or preferred language

Change Management Efforts and Potential Challenges

Employee Engagement Survey (EES) collects information on a variety of demographic attributes for each respondent. ERJA requirements were not fully included in this 2023 EES because the survey was created before it was selected as an ERJA primary program. Between 2023 and 2024, CMS has been able to pilot the new categories noted above and improve its compliance with 2024 ERJA, which will be deployed in July 2024, while still targeting the same group/type of information, namely State of Illinois employees.

Methodology

The information contained in this report is based solely on the data reported to the provided by program participants and collected by programming personnel for the various major programs. The data provided by program participants has not been audited for completeness and quality, therefore, no baseline for comparison has been established.

For the purpose of this report, program participants are defined as "individuals who completed some or all of the 2023 EES, collected on July 15th, 2023". The information contained in this report is based on voluntary, self-reported information by program participants as requested in the 2023 EES. The 2023 EES reached out to all individuals detailed in the Personnel Examining and Eligibility Requisition System (PEERS), a database of all current code-covered State employees.

The program participants count is the number of distinct individuals that have been identified as program participants regardless of demographic category.

Race and Ethnicity

The Act provides that CMS "shall use the same racial and ethnic classifications for each program." 20 ILCS 65/20-15(a). The enumerated classifications are:

- (1) American Indian and Alaska Native alone.
- (2) Asian alone.
- (3) Black or African American alone.
- (4) Hispanic or Latino of any race.
- (5) Native Hawaiian and Other Pacific Islander alone.
- (6) White alone.
- (7) Some other race alone.
- (8) Two or more races.

The Act further allows for CMS to “further define the racial and ethnic categories[.]” The 2023 EES allows for program participants to indicate whether or not they identify as a “Native American/American Indian/Indigenous/Native Hawaiian/Pacific Islander” in addition to their Race and Ethnicity. Program participants may also provide further details as needed.

Statistical Data

Race

Program Participants	American Indian/ Alaska Native	Asian /Asian American	African American/ Black	Native Hawaiian and Other Pacific Islanders	Middle Eastern/ North African	White/ European American	Some Other Race Alone	Two or More Races	No Race Specified	Other Category not specified
11,601		226 1.95%	1,181 10.18%		38 0.33%	5,218 44.98%	121 1.04%	210 1.81%	1,568 13.52%	

* In the 2023 EES, a separate question asked whether program participants identified as “Native American/American Indian/Indigenous/Native Hawaiian/Pacific Islander”. This total count was 205.

Ethnicity

Program Participants	Latino/Latina/Latinx/Hispanic
11,601	594 5.12%

Age

This was not specifically asked in the 2023 EES. This will be included in the 2024 EES.

Sex

This was not specifically asked in the 2023 EES. This will be included in the 2024 EES.

Disability Status

Program Participants	Yes	No	Prefer not to answer
11,601	1069	6955	1185
	9.21%	59.95%	10.21%

Sexual Orientation

Program Participants	Bisexual	Gay	Lesbian	Queer	Questioning and/or unsure	Straight (heterosexual)	Prefer not to answer
11,601	167	96	67	59	29	6,938	1,586
	1.44%	0.83%	0.58%	0.51%	0.25%	59.81%	13.67%

Gender Identity

Program Participants	Man	Woman	Non-binary, gender non-conforming	Other	Prefer not to answer
11,601	4,717	3,190	61	46	1,169
	40.66%	27.50%	0.53%	0.40%	10.08%

Primary or Preferred Language

The 2023 EES asked about language proficiency but did not request information on the primary or preferred language. The 2024 EES will request this information.

Conclusion

This report is transmitted on behalf of Director Raven A. DeVaughn. For additional copies of this report or more specific information, please contact Jisung Shin, Deputy Director (Jisung.Shin@illinois.gov, 312.814.5473).