



ILLINOIS SCORECARD ON DISCRIMINATION

Identifying Best Practices to Promote Diversity and Inclusion

Interim Report to the Governor
January 29, 2016

Submitted By:
Illinois Department of Human Rights
Rocco J. Claps, Director

Table of Contents

Letter from Director Rocco Claps	1
Background	2
Project Overview.....	4
Phase One – Planning and Recruitment	4
Phase Two – Information Gathering.....	5
Phase Three – Report-writing and Submission to the Governor	5
Phase Four – Publication and Publicity	5
Phase Five – Follow-Up and Ongoing Measures	6
Timeline	6
Resources Needed.....	6
Values and Vision	7
Appendix.....	
A – List of Participating Organizations	9
B – Participating Organizations by Working Group	13

ILLINOIS DEPARTMENT OF
Human Rights

Bruce Rauner, Governor
Rocco J. Claps, Director

January 29, 2016

Honorable Bruce Rauner
Governor, State of Illinois
207 State House
Springfield, IL 62706

Dear Governor Rauner:

I am pleased to present to you an Interim Report of the Illinois Scorecard on Discrimination: Identifying Best Practices to Promote Diversity and Inclusion. At your directive, the Illinois Department of Human Rights ("IDHR") initiated a study to develop recommendations regarding the best practices to prevent discrimination and promote diversity and inclusion in the State of Illinois. IDHR sorted the areas that you requested we address into the following categories:

- Public employment, including recruitment, retention, and promotion of state employees;
- Private employment;
- Housing, including fair housing and affordability/homelessness;
- Public accommodations;
- Provision of government services and benefits;
- Procurement, including state, federal and private contracting;
- Financial credit and access to financial services;
- Educational equity (addressing access to education and achievement gaps);
- Educational inclusion (addressing school climate and bullying);
- Criminal justice, especially as a barrier to economic independence and as related to juveniles in educational settings; and
- Civic engagement, including corporate social responsibility.

Your directive indicated that the study "should recommend a plan that will identify areas of ongoing discrimination, barriers to success, metrics for measuring progress, and recommendations to improve diversity, inclusion and non-discrimination in the State of Illinois." Further, that IDHR "shall consult with and solicit advice from private businesses, governmental entities and non-profit organizations as needed." Finally, while indicating that the study may be phased and paced at IDHR's discretion, you directed that IDHR shall present a report to you by January 30, 2016, "regarding the work, findings, recommendations, and remaining work to be completed in future phases of the study."

This interim report is therefore respectfully submitted.

Sincerely,



Rocco J. Claps, Director
Illinois Department of Human Rights

BACKGROUND

The Illinois Department of Human Rights (“IDHR”) is the state agency with responsibility for investigation, enforcement and administration of the Illinois Human Rights Act. IDHR was formed by passage of the Illinois Human Rights Act (“Act”) through legislation signed by Governor James R. Thompson in December 1979 and effective July 1, 1980. The Act consolidated the state’s anti-discrimination agencies as part of a statewide effort to improve government efficiency and effectiveness, and divided the functions proscribed under the Act into administrative and adjudicative functions. IDHR was tasked with the Act’s administrative functions, while the Illinois Human Rights Commission (“Commission”) was tasked with the adjudicative functions required to enforce the Illinois Human Rights Act. Together, they replaced the Illinois Fair Employment Practices Commission, the Illinois Commission on Human Relations, and the Illinois Department of Equal Employment Opportunity.

At the time of its creation, the Act prohibited discrimination in employment, real estate transactions, financial credit and public accommodations because of race, color, religion, sex, national origin, ancestry, age (40-70), marital status, unfavorable discharge from military service, physical or mental handicap and retaliation for having filed or assisted in an investigation of discrimination.

Additional protections have been added to the Act over its 36-year life. In the areas of employment, financial credit, public accommodations and real estate transactions, the Act currently prohibits discrimination with respect to the bases of race, color, religion, sex (including sexual harassment), national origin, ancestry, military status, age (40 and over), order of protection status, marital status, sexual orientation (which includes gender-related identity), pregnancy, unfavorable military discharge and physical and mental disability. The Act also prohibits sexual harassment in education; discrimination because of language, citizenship status and arrest record in employment; and discrimination based on familial status in real estate transactions. The Act further prohibits retaliation against a person who filed a charge of unlawful discrimination, opposed discriminatory acts, or participated in an investigation or other proceeding under the Act.

IDHR is well-suited to conduct this study based on its mission, which is:

- To secure for all individuals within the State of Illinois freedom from unlawful discrimination, and;
- To establish and promote equal opportunity and affirmative action as the policy of this state for all its residents.

In its quest to ensure fairness in employment, housing, public accommodations, financial credit and to prevent sexual harassment in educational settings, IDHR docketed and investigates between 3,000 and 4,000 charges of discrimination per year. Strong partnerships with the U.S. Equal Employment Opportunity Commission (“EEOC”) and the U.S. Department of Housing and Urban Development (“HUD”) provide much-needed federal funding support, alleviating the pressure on state funds and helping to extend outreach efforts. IDHR’s Institute for Training and Development (“Institute”), with its certified trainers who are subject-matter experts, offers numerous training courses related to preventing discrimination and furthering diversity and inclusion. Topics covered in recent courses include: civility in the workplace, complying with federal and state disability laws, conflict resolution, diversity awareness, eliminating workplace bullying, emotional intelligence in the workplace, fair housing for landlords and property managers, gender identity and sexual orientation in the workplace, intercultural communication, legal interviewing techniques, the multigenerational workplace, pregnancy accommodations law in Illinois, preventing workplace harassment (sexual and otherwise), and retaliation in the workplace.

IDHR's State Agency Liaison Unit works with state entities to administer and enforce the equal employment opportunity/affirmative action ("EEO/AA") provisions of the Act and IDHR's Rules and Regulations, and provides technical assistance and training on the state's disability program. IDHR's Public Contracts Unit registers bidders for state contracts and conducts audits to examine policies, procedures, and efforts expended by public contractors and eligible bidders toward meeting their EEO/AA obligations.

IDHR's administrative experience also includes managing several HUD-funded training and outreach projects, co-chairing the Illinois Committee on Employees with Disabilities, serving as an officer of the International Association of Official Human Rights Agencies and the Illinois Municipal Human Relations Association, and serving on other boards and commissions.

Additionally, IDHR staff have led, co-chaired, or served in leadership positions in notable minority bar associations and advocacy groups with missions to promote diversity and inclusion, including but not limited to Affinity Community Services, Black Women Lawyers Association of Greater Chicago, Inc., Cook County Bar Association, Chicago Area Fair Housing Alliance, Equality Illinois and the Illinois Safe Schools Alliance. Staff members' involvement in organizations committed to eradicating discrimination demonstrates the commitment and passion they bring to IDHR's work.

PROJECT OVERVIEW

The primary aim of the study is to identify barriers to success and compile metrics to measure progress, recommendations and best practices to prevent discrimination and promote diversity and inclusion in the State of Illinois. A secondary aim is to determine where there may be information gaps that need to be studied and addressed. Finally, the study seeks to develop an overall plan and recommendations to address ongoing issues of discrimination.

IDHR has organized the study into five phases:

- Phase One – Planning and Recruitment;
- Phase Two – Information Gathering;
- Phase Three – Report Writing;
- Phase Four – Publication/Publicity; and
- Phase Five – Follow-up.

This report summarizes the ongoing efforts of Phase One, i.e. planning the project and recruiting organizations to participate. Later phases of the study are described and identified, along with a timeline for completion, a word about resources, and the values and vision guiding the work.

Phase One – Planning and Recruitment

Phase One is the planning and recruitment phase, where we divided the identified issue areas into specific topics to be addressed by designated working groups, as indicated above, and began recruiting partner organizations to join the project. IDHR's aim was to include people and organizations recommended for their specific expertise, in furtherance of the study goals, as discussed below.

First, each working group requires the participation of subject-matter experts, with an interest and a passion to address the topics under consideration. Second, each working group should ideally include a diversity of perspective. Many of the working group participants are likely to be advocates with strong opinions on their subject, but it is recognized that there is great value in learning from and listening to multiple viewpoints. The study seeks to obtain wide-reaching support in order to avoid polarizing rhetoric and impractical recommendations. Third, we need to hear from people impacted by the issues at hand; therefore, the working groups will endeavor to include the voices of people from major identity groups in Illinois who are familiar with the barriers and opportunities for success in their subject area. Fourth, it is important that there be geographic diversity in each working group, so that recommendations and best practices are identified that may apply to the various conditions in the State of Illinois, i.e. urban, small municipalities, and rural. Attempts have been made to include participating organizations from state, city, and county entities, as well as private for-profit and non-profit organizations, as appropriate for each working group.

One of the participating organizations in each working group is to be identified as a “lead organization” to organize the working group. The lead organization is tasked with convening and coordinating the working group members in the implementation of their duties.

The recruitment phase of the study has been a resounding success. Most of the lead organizations have been identified, and over 125 organizations have committed to participate in the study. An alphabetical list of the organizations committed to participate in the study (so far) is found in Appendix A, while Appendix B contains a list of the organizations sorted by working group. We are aware that each working group does not yet meet all the criteria set out above and that there may be gaps in coverage. Therefore,

additional organizations will be recruited to ensure that each working group meets the criteria described as much as possible, i.e. subject matter experts, diversity of perspective, voices of identity groups impacted by disparities, and geographic diversity. In addition, with the publicity given to this Interim Report, we anticipate that additional organizations will step forward to join as partners in this effort. Finally, IDHR welcomes suggestions by the Governor's Office for additional participants.

Phase Two – Information Gathering

In Phase Two, the lead organizations will convene their working groups for the information-gathering phase. The working groups will accomplish three primary tasks related to information-gathering:

- 1) Agree upon the primary focus or question at issue in their study area and identify barriers and challenges to success for various groups;
- 2) After reviewing pertinent data and reports, come to a consensus on the critical measures and metrics critical to assessing disparities and progress; and finally
- 3) Recommend best practices to promote diversity and inclusion in the study area.

The lead organization will ensure that each phase of the information-gathering process is reported out to the project manager, ideally upon the conclusion of each phase.

Phase Three – Report Writing and Submission to the Governor

In Phase Three, the reports from the various working groups will be synthesized and compiled to form one cohesive document for submission to the Governor. At this time, we are reviewing sample reports from other, similar studies in an effort to determine the appropriate format for the final report. In order to have the greatest impact, a "scorecard" format has been suggested, which would clearly identify the most critical metrics and disparities in each area. In this way, the current "state of the state" can be easily viewed, while progress in each area moving forward can also be assessed. The sources for metrics, data and recommendations will also be identified, and a narrative section of the report will attempt to draw some broad observations and develop an overall plan that will "identify areas of ongoing discrimination, barriers to success, metrics for measuring progress, and recommendations to improve diversity, inclusion and non-discrimination in the State of Illinois." IDHR aims to submit such a report to the Governor by September 2016.

Phase Four – Publication and Publicity

Throughout the study, IDHR will work with its Public Information Officer and the Governor's Communications Office to seek appropriate publicity for the study as a whole, as well as for select portions of the study. For example, we may wish to highlight working group member organizations, including other state agencies, that have taken the lead in addressing inequities or are implementing policies or practices to promote diversity and inclusion. IDHR will feature the study and its findings on our website as appropriate. In this way, the study and its recommendations for best practices will be widely available. It would be ideal if many of the best practices and recommendations will gain wide acceptance and be implemented as much as possible in order to impact the issues studied.

Phase Five – Follow-Up and Ongoing Measures

IDHR anticipates that if resources are sufficient, the addition of a Phase Five to the study for follow-up may be advantageous. IDHR staff will endeavor to determine whether there is an opportunity to form long-term alliances to address persistent inequities in various issue areas. One model used in other states is an alliance of local governmental organizations seeking to address persistent racial and other inequities. More information on this model is included in the “Values and Vision” section.

Timeline

Phases	Timeline	Task
1	November 2015 – February 2016	Planning and Recruiting Organizational Partners
2	February – June 2016	Information Gathering: Convening, identifying and compiling data, reports and metrics; producing best practices and recommendations
3	June – September 2016	Report Writing and Submission to Governor Rauner
4	February - September 2016	Publication and Publicity
5	To Be Determined	Follow-Up and Ongoing Measures

Resources Needed

It should be noted that this study is being conducted in a time of restricted government budgets and resources. The study is seeking foundation and corporate support to fund a staff person to assist the working groups with data compilation and report writing. In the alternative, we seek to identify graduate students, research associates or fellows that may be able to assist with the project on a pro bono basis.

VALUES AND VISION

The perspective of IDHR and the study's project manager is that drawing attention to metrics and measurements that show disparities between groups is a useful exercise. It is widely known that there are disparities, especially between African Americans, Hispanics and whites, in rates of unemployment, high school graduation, poverty, wealth accumulation, access to banking services, incarceration, among many more areas. Gender disparities also exist in many areas, and people with disabilities are impacted by discrimination, segregation and exclusion. Discrimination based on religion, sexual orientation and gender identity may result in unemployment and harassment. This study aims to consider some of the factors behind the metrics, as well as recommendations to address the issues. Based on the experience of the study's project manager in the area of fair housing, many current disparities such as persistent segregation and discrimination are the vestiges of government policies, such as redlining. Although explicitly race-based policies and practices have been outlawed for some time, the persistence of disparities may be evidence of decision-making processes that unconsciously perpetuate the status quo. In other cases, well-intended policies have unintended consequences that impact certain groups more harshly than others.

Because of limited resources and time, this study is not conducting new research, but rather seeks to compile information from existing studies, reports and measurements into one concise scorecard for the State of Illinois. If it is determined that critical measurements are missing in certain areas, the study will identify such gaps and suggest these as topics for future research and study by academic institutions.

IDHR values a diversity of opinion and seeks to be inclusive in the make-up of the organizations participating in this study, as discussed under Phase One of this report. The study aims to focus on the opportunities for future success in order to show how Illinois can move forward in these areas.

In IDHR's opinion, this is a promising time to be addressing the issue of inequity. A number of local governments have begun to explicitly build equity assessments into their policies and practices in order to address persistent inequities and discrimination - the cities of Seattle, WA; Minneapolis, MA; and Madison, WI are prime examples. Understanding that disparities are often systemic and area-wide, governments are forming local alliances as a means to achieve greater and more impactful success in addressing inequities.¹

In December 2015, a conference on "Advancing Racial Equity: The Role of Government" was held in Chicago with the sponsorship of numerous non-profit organizations.² Another, larger, conference on the same topic is planned for Spring 2016. As was explained at the conference, there is wide recognition that many kinds of disparities and inequities exist, which may be based on race, ethnicity, gender, gender identity, and more. There is also wide recognition that the most severe inequities are often found between African Americans and whites. The conference organizers suggested that if disparities between African Americans and whites are based on systemic institutional factors, which can be addressed with an

¹ <http://racialequityalliance.org/about/cohort-jurisdictions-and-alliance-steering-committee/>

² The Center for Social Inclusion, the Local and Regional Government Alliance on Race and Equity, Communities United, Asian Americans Advancing Justice, Blocks Together Chicago, United Congress of Community and Religious Organizations, Chicago Lawyers' Committee for Civil Rights Under Law, Illinois Coalition for Immigrant and Refugee Rights, and the Institute on Social Exclusion at Adler University.

intentional process of racial equity assessment, the resulting changes may also address inequities based on protected classes other than race, and may help the institutions work better for everyone.

It is this vision that guides our work going forward. IDHR applauds Governor Rauner for directing it to undertake this study and hopes that as a result, best practices and recommendations can and will be implemented to dismantle the legacy of discrimination. Our aim is to help foster practices that promote diversity and inclusion so that our state can function well for *all* of its residents, and so that *all* residents can contribute to its future.

APPENDIX A – PARTICIPATING ORGANIZATIONS

This list is those organizations that have confirmed participation by January 29, 2016. We apologize in advance for any omissions, which are wholly unintended.

Access Living
ADA 25 Chicago
Adler University:
 Institute on Public Safety & Social Justice
 Institute on Social Exclusion
Affinity Community Services
Alliance for Industry & Manufacturing
Alternative Schools Network
American Institutes for Research
Ann & Robert H. Lurie Children’s Hospital of Chicago
Apostolic Church of God
BAPS Shri Swaminarayan Mandir
Berwyn School District
Blue Cross Blue Shield of Illinois
BMO Harris
Boeing Company
Center for Neighborhood Technology (CNT)
Center for Tax and Budget Accountability
Chicago Area Fair Housing Alliance
Chicago Community Trust
Chicago Sister Cities International
Chicago Lawyers’ Committee for Civil Rights Under Law, Educational Equity Project
Chicago Minority Supplier Development Council
Chicago United
Chicago Urban League
Chicagoland Chamber of Commerce Foundation/Chicagoland Business Leadership Network
Chinese American Service League
Clarity Partners
Columbia Law School Human Rights Institute
ComEd
Cook County Planning and Development Department.
Cook County Public Guardian
Deaf and Hard of Hearing Commission
DeKalb Regional Office of Education
Diversity MBA, A P&L Group Brand
DLA Piper
E.C. Ortiz & Co., LLP

Equality Illinois
Equip for Equality
Lourdes Ferrer, Ph.D.
Gads Hill Center
Gartner Public Sector Consulting
Golan & Christie LLP, Barbara L. Yong
Governors State University
Greater Chicago Food Depository
Guardianship and Advocacy Commission
Harper College
Harriet's Daughters (tentative)
Heartland Alliance
HOPE Fair Housing Center
Housing Action Illinois
Housing Choice Partners
Illinois Action for Children
Illinois Board of Higher Education
Illinois Commerce Commission
Illinois Department on Aging
Illinois Department of Central Management Services
Illinois Department of Children and Family Services
Illinois Department of Community and Economic Opportunity
Illinois Department of Financial and Professional Regulation
Illinois Department of Healthcare and Family Services
Illinois Department of Human Rights, Liaison Unit
Illinois Department of Human Services
Illinois Department of Revenue
Illinois Department of Transportation
Illinois Department of Veterans Affairs
Illinois Housing Development Authority
Illinois Human Rights Commission
Illinois Latino Family Commission
Illinois Legislative Black Caucus
Illinois Legislative Latino Caucus
Illinois Office of the Governor
Illinois Office of the Lieutenant Governor
Illinois Policy Institute
Illinois Safe Schools Alliance
Illinois Secretary of State
Illinois State Advisory Committee to the U.S. Commission on Civil Rights
Illinois State Toll Highway Authority
Jewish Federation of Metropolitan Chicago

Jones Diversity Group LLC
Kenneth Young Youth Center
Lambda Legal
Lao American Organization of Elgin
Leadership Greater Chicago
Legal Assistance Foundation
Lori S.C. Yokoyama & Associates, P.C.
Loyola University Chicago School of Law, Professor Josie Gough
McAndrews Held & Malloy, Ltd.
McCormick Foundation
Metropolitan Planning Council
North Park University
NAACP, DuPage Chapter (Serving DuPage, Kane, Kendall & Will Counties)
NAACP, Illinois Chapter
NELA/Illinois, Affiliate of the National Employment Lawyers Association
Northern Illinois University
Northern Trust
Northwestern University, Kellogg School of Management
Oak Park Regional Housing Center
Preservation Compact
Progress Center for Independent Living
Proskauer Rose LLP
Race Unity Committee of Springfield
Regional Office of Education District #11 in Charleston, Counties of Clark, Coles, Cumberland, Douglas, Edgar, Moultrie and Shelby
Regional Office of Education District #16 in DeKalb, DeKalb County
Regional Office of Education District #19 in Wheaton, DuPage County
Regional Office of Education District #21 in Benton, Counties of Franklin, Johnson, Massac and Williamson
Regional Office of Education District #26 in Macomb, Counties of Fulton, Hancock, McDonough and Schuyler
Regional Office of Education District #31 in Geneva, Kane County
Regional Office of Education District #35 in Ottawa, Counties of LaSalle, Marshall and Putnam
Regional Office of Education District #40 in Carlinville, Counties of Calhoun, Greene, Jersey and Macoupin
Regional Office of Education District #48 in Peoria, Peoria County
Rockford Housing Authority
School of the Art Institute
Siebert Brandford Shank & Co., L.L.C.
Southern Illinois Coalition for the Homeless
Joyce Tucker

UChicago Charter School

United Congress of Community and Religious Organizations (UCCRO)

University of Illinois at Chicago:

Fabricio Balcazar, Professor at the Center for Capacity Building on Minorities with Disabilities, Department of Disability & Human Development

Institute for Research on Race and Public Policy

Maria Krysan, Faculty Member at the Institute of Government and Public Affairs and the Department of Sociology

Office of Procurement Diversity

University of Illinois Urbana-Champaign, Inclusive Illinois

Urban Partnership Bank

U.S. Department of Agriculture, Rural Development

U.S. Equal Employment Opportunity Commission

Westside Institute of Science and Education

Will Grundy Center for Independent Living

Winston & Strawn

Women Employed

Woods Fund Chicago

Woodstock Institute

APPENDIX B – PARTICIPATING ORGANIZATIONS

CIVIC ENGAGEMENT

LEAD ORGANIZATION TBD

1. Adler University Institute on Social Exclusion (Daniel Cooper, Co-Executive Director)
2. Chicago Community Trust, The (Daniel Ash, Chief Marketing Officer)
3. Chinese American Service League (Esther Wong, Executive Director)
4. ComEd (Fidel Marquez, Senior VP Government and Community)
5. Cook County Planning and Development Dept. (Jennifer Miller)
6. Greater Chicago Food Depository (Angel La Luz, Jr., Director of Human Resources)
7. Illinois Department of Transportation (Erin Aleman, Bureau Chief, Communications)
8. Illinois State Advisory Committee to the U.S. Commission on Civil Rights (Salina Greene, Committee Member)
9. Kenneth Young Youth Center (Sherrine Peyton, Community Organizer / SPF-PFS Project Coordinator)
10. Loyola University Chicago School of Law (Josie Gough, Director of Experiential Learning and Clinical Assistant Professor)
11. McCormick Foundation (Jennifer Choi, Democracy Program Officer)
12. School of the Art Institute (Kelly Humrichouser, Special Assistant to the Dean for Diversity and Inclusion)
13. Will Grundy Center for Independent Living (Sam Knight, Community Organizer)
14. Woods Fund Chicago (Grace Hou, President)

CRIMINAL JUSTICE

LEAD ORGANIZATION TBD

A. Criminal Justice (as a barrier to employment/economic independence):

1. Adler University Institute on Public Safety & Social Justice (Elena Quintana, Ph.D., Executive Director)
2. Apostolic Church of God (Rev. Dr. Byron T. Brazier, Pastor and Reene Whitmore, Secretary to the Pastor)
3. Cook County Planning and Development Department (Jane Hornstein, Deputy Director, Bureau of Economic Development, Department of Planning and Development)
4. Cook County Public Guardian (Robert Harris, Cook County Public Guardian, with assistance from Yvonne Zehr)
5. Illinois Policy Institute (Bryant Jackson-Green, Criminal Justice Policy Analyst)
6. Illinois State Advisory Committee to the U.S. Commission on Civil Rights (Salina Greene, Committee Member)
7. Lambda Legal (Kyle Palazzolo, Attorney)
8. United Congress of Community and Religious Organizations (UCCRO) (Pastor Ron Taylor, Executive Director)
9. Winston and Strawn (Sam Mendenhall, Partner)

B. Criminal Justice (as related to juveniles and education):

1. Cook County Public Guardian and Advocacy Commission (Robert Harris, Cook County Public Guardian)
2. DeKalb Regional Office of Education (Amanda Christensen)
3. Illinois State Advisory Committee to the U.S. Commission on Civil Rights (Salina Greene, Committee Member)

4. Loyola University Chicago School of Law (Josie Gough, Director of Experiential Learning and Clinical Assistant Professor)
5. ROE #16/DeKalb Regional Office of Education (Amanda Christensen, Regional Superintendent of Schools)
6. Woods Fund Chicago (Grace Hou, President)

EDUCATION

A. EDUCATIONAL EQUITY (discipline, achievement gaps, access to quality and higher education)

LEAD ORGANIZATION: Chicago Lawyers' Committee for Civil Rights Under Law (CLCCRUL), Educational Equity Project (Candace Moore and Jessica Schneider, Staff Attorneys, Educational Equity Project)

1. American Institutes for Research (Glenance Green, Research Associate; Vanessa Coleman, Peter Cookson)
2. Apostolic Church of God (Reene Whitmore on behalf of Rev. Dr. Byron T. Brazier)
3. Center for Tax and Budget Accountability (Ralph Martire, Executive Director)
4. Chicago Community Trust (Terry Mazaney, President and CEO and Denise Mica, Executive and Board Relations Assistant)
5. Chinese American Service League (Esther Wong, Executive Director)
6. Cook County Public Guardian Commission (Robert Harris, Cook County Public Guardian)
7. Lourdes Ferrer, Ph.D., Consultant and Author (past consultant to DuPage Co. ROE)
8. Gads Hill Center (Natalie Reilly-Finch on behalf of Maricela Garcia, CEO)
9. Harper College (Michelé Smith, Assistant Provost and Assistant to the President on Diversity and Inclusion)
10. Illinois Action for Children (Kim Collins, Director of Strategy Management)
11. Illinois Board of Higher Education (Arthur Sutton) (tentative)
12. Illinois Policy Institute (Ted Dabrowski, Vice President of Policy and Spokesman)
13. Lori S. C. Yokoyama & Associates, P.C. (Lori S. C. Yokoyama, Attorney)
14. North Park University (Pamela Bozeman-Evans (Senior Director, Career Developments and Internships)
15. Northern Illinois University (Vernese Edgill-Walden, Ph.D., Chief Diversity Officer)
16. Northern Trust (Connie Lindsey, Executive Vice President and Head of Corporate Social Responsibility and Global Diversity & Inclusion)
17. Regional Office of Education District #19 in Wheaton - DuPage County (Darlene Ruscitti, Regional Superintendent and Stephen Garlington, DuPage Co. ROE Director of Equity and Excellence)
18. Regional Office of Education District #26 in Macomb - Fulton, Hancock, McDonough and Schuyler Counties (John Meixner, Regional Superintendent)
19. School of the Art Institute (Kelly Humrichouser, Special Assistant to the Dean for Diversity and Inclusion)
20. Race Unity Committee of Springfield (Jan Fuller-Johnson, member)
21. UChicago Charter School (Linda Gibson, Operations Manager)
22. University of Illinois (Professor Amanda Lewis, Visiting Scholar and Director, Institute for Research on Race and Public Policy)

B. EDUCATIONAL INCLUSION (school climate/bullying)

LEAD ORGANIZATION: Illinois Safe Schools Alliance (Anthony Papini, Executive Director)

1. Alternative Schools Network (Jack Wuest, Executive Director)

2. Berwyn School District (through Illinois Safe Schools Alliance)
3. Regional Office of Education District #11 in Charleston - Clark, Coles, Cumberland, Douglas, Edgar, Moultrie, and Shelby counties (Bobbi Mattingly, Regional Superintendent)
4. Regional Office of Education District #16 in DeKalb – DeKalb County (Amanda Christensen, Regional Superintendent)
5. Regional Office of Education District #21 in Benton - Franklin-Johnson-Massac-Williamson Counties (Matt Donkin, Regional Superintendent of Schools)
6. Regional Office of Education District #31 in Geneva – Kane County (Patricia Dal Santo, Regional Superintendent)
7. Regional Office of Education District #35 in Ottawa -- Counties of LaSalle, Marshall and Putnam (Chris Dvorak, Regional Superintendent)
8. Regional Office of Education District #40 in Carlinville - Calhoun, Green, Jersey and Macoupin counties (Michelle Mueller, Superintendent)
9. Regional Office of Education District #48 in Peoria – Peoria County (Beth Derry, Regional Superintendent)

EMPLOYMENT (PRIVATE)

LEAD ORGANIZATION: Diversity MBA, A P&L Group Brand; Pam McElvane, CEO & Publisher

1. Blue Cross Blue Shield of Illinois (Manika Turnbull, Ph.D. , VP & Chief Diversity Officer, Health Care Service Corporation)
2. BMO Harris (Cedric Thurman, U.S. Head of Diversity and Inclusion)
3. Boeing Company, The (Michael Cassel, Director of Government Operations; Jim Turner, Director of Affirmative Action; Ozzie Pierce, Director of EEO Compliance, Global Diversity & Inclusion)
4. Chicago Community Trust, The (Peggy Davis, Chief Officer, Programs and Strategic Integration and Bill Lowry, Special Assistant to the President)
5. Chicago United (Christian Sanchez, Liaison to the CEO on behalf of Gloria Castillo, President and CEO)
6. Chicago Urban League (Phyllis Ross on behalf of Shari Runner, Interim President and CEO)
7. Chicagoland Chamber of Commerce Foundation and Chicagoland Business Leadership Network - disability inclusion) (Ann Kisting)
8. Chinese American Service League (Esther Wong, Executive Director)
9. ComEd – An Exelon Company (Fidel Marquez, Senior Vice President Government and Community)
10. DLA Piper (Genhi Givings Bailey, Director of Diversity and Inclusion; and Rachel Cowen, Partner)
11. Equality Illinois (Michael Ziri, Director of Public Policy)
12. Illinois Action for Children (Nicole Dunham, Director, Human Resources)
13. Kellogg School of Management (Larissa Williams, Senior Director, Diversity and Inclusion)
14. Legal Assistance Foundation (Matthew Lango, Supervisory Attorney, Immigrants and Workers' Rights Practice Group)
15. NELA/Illinois, Affiliate of the National Employment Lawyers Association (Matthew Lango, President)
16. Northern Trust (Connie Lindsey, Executive Vice President and Head of Corporate Social Responsibility and Global Diversity & Inclusion)
17. Proskauer Rose LLP (Nigel Telman, Partner)
18. U.S. Equal Employment Opportunity Commission (Daniel Lim, State and Local Coordinator)

19. Joyce Tucker, Commissioner, Equal Employment Opportunity Commission (EEOC) 1990 – 1996; Vice President of Global Diversity and Employee Rights for The Boeing Company (retired)
20. Women Employed (Melissa Josephs, Director of Equal Opportunity Policy)
21. Barbara L. Yong, Partner at Golan & Christie, LLP and Organizer of the Women’s Pay Equity Day Rally in Chicago

EMPLOYMENT (PUBLIC) – recruitment, promotion, retention

LEAD ORGANIZATION: DHR Liaison Unit (Ngozi Okorafor, Chet Pinski, Susan Allen)

1. Chinese American Service League (Esther Wong, Executive Director)
2. Illinois Department of Central Management Services (CMS), Office of Diversity Enrichment (Carlos Charneco Manager Diversity Enrichment Program)
3. Illinois Department of Children and Family Services (DCFS), Office of Latino Services (Jose Javier Lopez)
4. Illinois Department of Community and Economic Opportunity (DCEO) (Victoria Dawn Benn, Agency-wide Equal Opportunity Compliance/Education & Training Manager)
5. Illinois Department of Healthcare and Family Services (HFS) (Derrick L. Davis, Sr., Chief EEO/AA Officer and Acting 504/ADA Coordinator)
6. Illinois Department of Revenue (DOR) (John Nelson, EEO/AA Officer)
7. Illinois Secretary of State (SOS) (William Bogdan Disability Liaison)
8. Illinois State Toll Highway Authority (Lisa Williams, EEO/AA Officer)
9. Illinois Secretary of the Department of Transportation (IDOT) (Erwin Alcox, EEO Chief of Diversity Recruitment and Outreach)
10. Northern Illinois University (Karen Baker, Vice President for Affirmative Action, Equity and Compliance)

FINANCIAL SERVICES

LEAD ORGANIZATION: Chicago Minority Supplier Development Council (Gwen Jones, Executive Assistant /Project Manager on behalf of Shelia Hill-Morgan, President)

1. Cook County Planning and Development Department (Jane Hornstein, Deputy Director, Bureau of Economic Development, Department of Planning and Development)
2. Heartland Alliance (Lucy Mullany, Senior Project Manager, Financial Empowerment Policy)
3. Illinois Department of Financial and Professional Regulation (Francisco Menchaca, Director, Department of Financial Institutions)
4. Siebert Brandford Shank & Co., L.L.C. (Karen Walker, Managing Director and Office Manager)
5. Woodstock Institute, The (Brent Adams, Vice President of Policy)

GOVERNMENT SERVICES-BENEFITS

LEAD ORGANIZATION TBD

1. Chinese American Service League (Esther Wong, Executive Director)
2. Cook County Public Guardian Commission (Robert Harris, Cook County Public Guardian)
3. Equality Illinois (Michael Ziri, Director of Public Policy)
4. Guardianship and Advocacy Commission (tentative) (Gia Orr, Connie Umbles-Sailers, Bobbie Fox, Dr. Mary L. Milano)

5. Illinois Department of Children and Family Services (DCFS):
Bob Blackwell, Office of Race and Equity Practice (Springfield)
Lourdes Rodriguez, Burgos Coordinator
Marjorie Moore, Asian American Employment Plan Advisory Council
6. Illinois Department of Human Services (Corey-Anne Gulkewicz, Deputy General Counsel, Bureau of Hearings, Bureau of Rules, Bureau of Civil Affairs, Bureau of Accessibility and Job Accommodation, Bureau of Policy)
7. Illinois Secretary of State Jesse White (William Bogdan Disability Liaison)
8. Illinois Toll Highway Authority (Lisa Williams, EEO/AA Officer and ADA Coordinator)
9. Kenneth Young Youth Center (Sherrine Peyton, Community Organizer / SPF-PFS Project Coordinator)
10. University of Illinois at Chicago (UIC) Department of Disability and Human Development (Fabricio Balcazar Professor & Director, Center for Capacity Building on Minorities with Disabilities)
11. Urban Partnership Bank (Rita Sheppard, Executive Assistant for Bill Farrow, President and CEO)
12. Westside Institute of Science and Education (WISE) (Kevin Hull, Executive Director)

HOUSING

A. Affordable Housing/Homelessness:

LEAD ORGANIZATION: Housing Action Illinois (Bob Palmer, Policy Director)

1. Center for Neighborhood Technology (CNT) (Kyle Smith, Manager, Transit-Oriented Development)
2. Cook County Planning and Development Dept. (Jennifer Miller)
3. Cook County Public Guardian, Office of the (Robert Harris, Cook County Public Guardian)
4. Illinois Department on Aging (John Eckert, Policy Analyst, Division of Planning, Research & Development)
5. Illinois Housing Development Authority (Bill Pluta, Director, Office of Housing Coordination Services)
6. Illinois Department of Human Services (Lore Baker, Statewide Housing and Employment First Coordinator IDHS, Secretary's Office)
7. Metropolitan Planning Council (Marisa Novara, Director)
8. Preservation Compact, The (Stacie Young, Director)
9. Progress Center for Independent Living (Clark Craig, Community Organizer)
10. Southern Illinois Coalition for the Homeless (Camille Dorris, Executive Director)
11. Will Grundy Center for Independent Living (Sam Knight, Community Organizer)

B. FAIR HOUSING

LEAD ORGANIZATION: Chicago Area Fair Housing Alliance (Patricia Fron, Executive Director)

1. Chicago Urban League (Phyllis Ross on behalf of Shari Runner, Interim President and CEO)
2. Cook County Planning and Development Dept. (Jennifer Miller)
3. Cook County Public Guardian, Office of the (Robert Harris, Cook County Public Guardian)
4. HOPE Fair Housing Center (Anne Houghtaling, Executive Director)
5. Housing Choice Partners (Andrea Juracek, Associate Director)
6. Lambda Legal (Kyle Palazzolo, Attorney)
7. Metropolitan Planning Council (Marisa Novara, Director)
8. Oak Park Regional Housing Center (Rob Breymaier, Executive Director)
9. Progress Center for Independent Living (Clark Craig, Community Organizer)
10. Rockford Housing Authority (Ron Clewer, CEO)

11. University of Illinois, Department of Sociology and Institute of Government and Public Affairs (Maria Krysan, Professor)
12. U.S. Department of Agriculture, Office of Rural Development (Elizabeth Messervey, Regional Civil Rights Manager; Barry Ramsey, Housing Program Director)

PROCUREMENT - Government and Private Contracting

LEAD ORGANIZATION: Harriet's Daughters (tentative) (Sophia King, President)

1. Alliance for Industry & Manufacturing (Pam McDonough, President; also President of DeAngelo McDonough Construction Management Co.)
2. Chicago Minority Supplier Development Council (Gwen Jones on behalf of Sheila Hill-Morgan)
3. Clarity Partners (David C. Namkung)
4. E.C. Ortiz & Co., LLP (Edilberto C. Ortiz)
5. Gartner Public Sector Consulting (Ivy Anderson, Senior Director)
6. Governors State University (Tracy M. Sullivan, Assistant Vice President of Procurement & Business Services)
7. Illinois Commerce Commission (Danisha Hall, Director, Diversity and Community Affairs)
8. Illinois Department of Transportation (Sannaz Etemadi, Assistant Chief Counsel)
9. Illinois Secretary of State Jesse White (William Bogdan Disability Liaison)
10. Illinois State Toll Highway Authority (Gustavo Giraldo, Chief of Diversity & Strategic Development)
11. University of Illinois (Sharla Roberts, Director of Procurement Diversity Administration, Office of Procurement Diversity)

PUBLIC ACCOMMODATIONS

LEAD ORGANIZATION TBD

1. Deaf and Hard of Hearing Commission (John Miller, Director)
2. Equip for Equality (Rachel Weisberg, Staff Attorney and Illinois ADA Project Manager; Barry Taylor, Vice President)
3. Illinois Action for Children (Kim Collins, Director of Strategy Management)
4. Jewish Federation of Metropolitan Chicago (Mara S. Ruff, J.D., Associate Director, State and Local Government, Government Affairs Department)
5. Lambda Legal (Kyle Palazzolo, Attorney)
6. Progress Center for Independent Living (Clark Craig, Community Organizer)
7. Westside Institute of Science and Education (WISE) (Kevin Hull, Executive Director)
8. Winston & Strawn LLP (Samuel Mendenhall, Partner)

OTHER ASSISTANCE

1. Access Living (Ken Walden, Managing Attorney)
2. ADA 25 Chicago (Emily Harris, Executive Director)
3. Columbia School of Law Human Rights Institute (JoAnn Kamuf Ward, Associate Director)
4. Illinois Legislative Black Caucus (Representative Rita Mayfield)
5. Illinois Legislative Latino Caucus (State Senator Iris Y. Martinez and State Representative Elizabeth Hernandez, Caucus Chairs)
6. Illinois Office of the Governor (Janice Glenn, Director of Diversity and Recruitment, EEO/AA Officer)
7. Jones Diversity Group LLC

8. Leadership Greater Chicago
9. McAndrews Held & Malloy, Ltd. (Sharon Hwang, Shareholder)

WORKING GROUP TBD

1. Affinity Community Services (Imani Rupert, Executive Director)
2. BAPS Shri Swaminarayan Mandir (Anil Barot)
3. Chicago Sister Cities International (Leroy Allala, Executive Director)
4. Illinois Department of Veterans Affairs
5. Illinois Human Rights Commission (Rose Mary Bombela-Tobias, Chairman)
6. Illinois Institute of Technology (David Baker, Vice President External Affairs)
7. Illinois Latino Family Commission (Layla P. Suleiman Gonzalez, Ph.D., J.D.)
8. Ann & Robert H. Lurie Children's Hospital of Chicago (Joni Duncan, Chief Human Resources Officer)
9. Illinois Office of the Lieutenant Governor (Ennedy Rivera, General Counsel)
10. NAACP, DuPage Chapter (Veretta Yancey)
11. NAACP, Illinois Chapter (Teresa Haley, President)

ILLINOIS DEPARTMENT OF HUMAN RIGHTS

IN CHICAGO:

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JAMES R. THOMPSON CENTER, SUITE 10-100
CHICAGO, ILLINOIS 60601
312-814-6219 OR 800-662-3942 (VOICE)
866-740-3953 (TTY)

IN SPRINGFIELD:

222 SOUTH COLLEGE STREET, 1ST FLOOR
SPRINGFIELD, ILLINOIS 62704
217-785-5100 (VOICE)
866-740-3953 (TTY)

IN MARION:

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