State of Illinois
Illinois Department of Central Management Services

STATE OF ILLINOIS
2013

African American Employment Plan

Respectfully submitted to the Illinois General Assembly
February 1, 2013, by Central Management Services and the
African American Employment Plan Advisory Council

APPENDICES

Appendix 1

HIRING MONITOR

Section 1 (To be completed by designated agency personnel)

Name of Agency: _____ IDHR Region: _____
Facility / Unit: _____ Candidate's Name: _____
Title of Job to be filed: _____ Pay Grade: _____
Number to be filled: _____ Position Number: _____
EEO Job Category: Employment Date:

1. Is the EEO category underutilized? Yes ☐ No ☐ If yes, by which of the following:

African Americans: _____ Hispanics: _____ Women: _____ Asians: _____ Native Americans: _____ Disabled: _____

2. Indicate:

Sex of person selected: _____
Race of person selected: _____
Veteran or non-Veteran: _____
Disability, if any: _____

3. Number of individuals who applied or were on the list of eligible(s) _____

were African American,	invited,	interviewed,	selected
were Hispanic,	invited,	interviewed,	selected
were Women,	invited,	interviewed,	selected
were Asian,	invited,	interviewed,	selected
were Native American,	invited,	interviewed,	selected
were Veterans,	invited,	interviewed,	selected
were Disabled,	invited,	interviewed,	selected
were Undefined,	invited,	interviewed,	selected

4. If no candidates from any of the underutilized groups appeared on the list, what efforts were made in the last six months to assist in the recruitment of candidates?

5. If the category is underutilized and a member of an affirmative action group applied and was not hired, give a detailed explanation for the hiring decision.

6. Was the position posted? Yes _____ No _____

7. Name and position of person(s) who interviewed candidates.

8. Name and position of person(s) who recommended the selection of the candidate.

Section 2 (To be signed by agency EEO/AA Officer and Chief Executive Officer or their designees)

I have reviewed the eligibility list and concur / do not concur with this hire. Remarks on reverse side.

_____ _____
EEO/AA Officer Date

I approve of this hire

_____ _____
Chief Executive Officer Date

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

PROMOTION MONITOR

Section 1 (To be completed by designated agency personnel)

Name of Agency: _____ IDHR Region: _____
Facility / Unit: _____ Candidate's Name: _____
Title of Job to be filed: _____ Pay Grade: _____
Number to be filled: _____ Position Number: _____
EEO Job Category: Date of Promotion: _____

1. Is the EEO category underutilized? Yes _____ No _____ If yes, by which of the following:

African Americans: _____ Hispanics: _____ Women: _____ Asians: _____ Native Americans: _____ Disabled* ____

2. Was the position posted? Yes _____ No _____

3. Number of individuals who applied or were on the list of promotable(s) _____

were African American,	invited,	interviewed,	selected
were Hispanic,	invited,	interviewed,	selected
were Women,	invited,	interviewed,	selected
were Asian,	invited,	interviewed,	selected
were Native American,	invited,	interviewed,	selected
were Veterans,	invited,	interviewed,	selected
were Disabled,	invited,	interviewed,	selected
were Undefined,	invited,	interviewed,	selected

4. Indicate the sex and race of the person promoted. _____

5. Did it change the employee's EEO job category? Yes _____ No _____

6. If the category is underutilized and a member of an affirmative action group applied and was not promoted, give a detailed explanation.

7. Name and position of person(s) who interviewed candidates.

8. Name and position of person(s) who recommended the selection of the candidate.

Section 2 (To be signed by agency EEO/AA Officer and Chief Executive Officer or their designees)

I have reviewed the eligibility list and concur / do not concur with this promotion. Remarks on reverse side.

_____ _____
EEO/AA Officer Date

I approve of this promotion.

_____ _____
Chief Executive Officer Date

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

DHR-20 (Rev. 11-09)

*For EEO monitoring purposes.

Appendix 2

February 1, 2013

Agency Director
Agency Name
Street Address
City, IL Zip Code

Dear (Agency Director)

Enclosed please find a copy of the 2013 State African American Employment Plan which was submitted by the Department of Central Management Services to the General Assembly on February 1 as required by law.

I am a firm believer the benefits of having a diverse workforce are many, including enabling agencies to provide better and more inclusive service to Illinois taxpayers and the general public. Therefore, I strongly encourage your agency to continue to build upon your Affirmative Action and Equal Employment Opportunity goals by placing emphasis on recruiting, hiring, training, retention and promotion of African Americans.

Please share the Plan with your senior management staff including your HR Director, AA/EEO Officer and Recruitment Manager. The Plan may also be accessed electronically at the CMS Diversity Enrichment Program web page at http://www.work.illinois.gov/diversityenglish.htm .

By working together on this initiative, we can achieve the objectives outlined in the African American Employment Plan and better serve the citizenry of our great state. If you have any questions or need additional information, please don't hesitate to contact Cory Foster at 312/814-2364 or Cory.Foster@illinois.gov.

Sincerely,

Malcolm E. Weems
Director

Attachment

Appendix 3

2013 State African American Employment Plan Survey

Agency: Aging

Submitted: 10/29/12 9:44 PM Certification: I Agree

Individual Information: Sara Han, Human Resources Administrator, One Natural Resources Way, Ste. 100 Springfield, IL 62702, 217-785-3347, sara.han@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

5	Officials and Managers
14	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

34	Officials and Managers
82	Professionals
5	Technicians
0	Protective Service Workers
3	Para-Professionals
8	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

132

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

There is no specific budget allocation for the AAEPs.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The completes and circulates its annual Affirmative Action/EEO Plan to Executive and other concerned staff. Accordingly, staff actively utilizes the Plan in administering its complete HR and employee assistance functions, and to help guide its annual hiring and employee professional development and training goals.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

6

How many Rutan certified interviewers in your agency are African-American?

1

In how many Rutan interviews did African-American interviewers participate?

15

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

The agency will continue to utilize the CMS posting system, announce vacancies to agencies/organizations throughout the state to increase the diversity of qualified applicants, for all positions.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

Out of the 30 employees that separated from the agency during FY'12, 1 was African American.

How many employees were hired during FY 12 and how many of those were African American?

Out of the 10 employees that were hired during FY'12, 2 were African American.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

The Department utilizes the CMS Upward Mobility List when filling vacancies. The agency continues to utilize the CMS posting system, announce vacancies to agencies/organizations throughout the state to increase the diversity of qualified applicants, for all positions.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

It is strictly administered by the Office of Human Resources which is also responsible for the EEO functions. A monitor form is required when completing all new hires and promotions which are sent to CMS for final approval.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The agency has met all its AAP goals in FY'12.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

The number of African American employees has not increased from the prior year.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The only posting website that is free to state agencies is the CMS (work4illinois.com) . If the state sets up an account with Career Builder or LinkedIn (a more mainstream job searching website) more applicants will have access to the posting.

2013 State African American Employment Plan Survey

Agency: Agriculture

Submitted: 10/31/12 3:00 PM Certification: I Agree

Individual Information: Brent Eggleston, Bureau Chief Human Resources, Ill State Fairgrounds, PO Box 19281, Spfld, IL 62794, 217-524-5125, brent.eggleston@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
1	Professionals
5	Technicians
0	Protective Service Workers
2	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

58	Officials and Managers
118	Professionals
141	Technicians
3	Protective Service Workers
21	Para-Professionals
24	Office and Clerical
13	Skilled Craft Workers
13	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

391

As of June 30, 2012, provide the underutilization for African Americans by category:

1	Officials and Managers
1	Professionals
2	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

NA

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

IDOA's EEO/AA Officer participates on all Rutan interview panels to ensure that minority hiring requirements are understood and met, when possible. All administrative staff responsible for hiring and interviewing andre trained regarding discrimination prohibitions and Affirmative Action during the Rutan training certification through CMS. Following the approval of the Affirmative Action Plan, all Senior staff are nitified of the agencies underutilization and instructed to address the underutilizations when possible. The AA plan is also disseminated to all management staff and available at the fron desk for all staff to review

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How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

The IDOA EEO Officer participates in various job/career fairs at junior colleges, universities and those hosted by other state agencies. Representatives from each Bureau participate in the annual career fair at the Chicago High School for Ag Sciences. In August, 2009 IDOA hired a member of the Director's Staff in Cook County. This employee is instrumental in attending numerous careef fairs in Northern IL. In addition, IDOA posts all vacancies on the state of Illinois web-based electronic hiring system as well as IDES sponsored Skills Match website.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

48; 1 AA was discharged

How many employees were hired during FY 12 and how many of those were African American?

13 new hires, 0 African Americans

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

IDOA participates in the State of Illinois Upward Mobility program. IDOA's review of African American needs is ongoing.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The EEO Officer participates in the interview process notifying all panel members of the underutilization for the position prior to the interviews being conducted. The EEO officer is also responsible for the completion of al hiring/promotion monitors.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

Following review of the agency's AA Plan by DHR, IDOA was found to be in compliance with established criteria and may discontinue the training program previously required. While there are few opportunities to address underutilization, IDOA will continue to attend job fairs as well as post all positions on the websites for all aqualified candidates.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Recruitment efforts will be directed toward addressing underutilization as outlined in the Affirmative Action Plan.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

one African American seperation

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

To increase the number of African American employees in various EEOC categories, IDOA plans to continue recruitment efforts by attending available job fairs as well as ongoing training for appropriate staff regarding underutilization. As of August, 2009, IDOA now has a staff member in Cook County to attend job fairs and represent IDOA in Northern Illinois on a regular basis while the Sangamon County staff will continue to represent the agency south of Cook County. Prior to all interviews, IDOA's EEO officer will continue to inform the interview panels of the underutilization for the respective positions. We will also continue to post positions on the state of Illinois web-based electronic hiring system as well as IDES/Skills Match website.

2013 State African American Employment Plan Survey

Agency: Arts Council

Submitted: 10/2/12 7:11 PM Certification: I Agree

Individual Information: Romie Munoz, Director of Administration, 100 West Randolph #10-500, 312-814-8250, Romie.Munoz@Illinois.Gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
2	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

5	Officials and Managers
10	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

15

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

It is the responsibility of the Director of Adminstration who is also the Personnel Manager and EEO/AA Officer to comply with the mandates of the African American Employment Plan. In addition, by receiving memo's from the Executive Director, Dept. of Personnel and the Dept. of Human Rights.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

1

In how many Rutan interviews did African-American interviewers participate?

1

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Keep in contact with Employment Security, CMS Diversity Enrichment Program and the Dept. of Human Rights when a vacancy occurs. Have contacted Universities when we are able to hire a Student Intern. Review EEO/AA Plan along with the EEO/AA Quarterly Reports.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

2 employees have resigned in FY12. None of them were African American.

How many employees were hired during FY 12 and how many of those were African American?

The IL Arts Council did not hire anyone FY12.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

The IAC has offered staff the oppportunity to receive outside training to enhance their technological skills. The IAC has encouraged Union employees to take advantage of the Upward Mobility Progam if qualified. Emails and announcements are forwarded to all staff who are interested in attending any other training offered by the State of IL.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Director of Administration/Personnel Manager submits the mandatory paperwork of the Hiring and Promotional Monitor to the Dept. of CMS Personnel Transactions when a position has been

filled. The Dept. of CMS Personnel will not accept any other documents without the proper forms required in order to process the paperwork.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

Memo's and emails provided from the Dept. of Human Rights and the Dept. of CMS Personnel indicate for all agencies to complete the mandatory Hiring and Promotional monitors when completing the paperwork.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The IAC monitors the success by submitting Quarterly reports to the Dept. of Human Rights Liaison Unit.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

No

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The agency needs to increase the headcount as well as the overall budget. Our budget has been drastically decreased over the last four years by over 63%. This drop has greatly affected the grants our agency provides to the African American arts community and for the African American Individuals artists that apply annually to our agency.

2013 State African American Employment Plan Survey

Agency: Capital Development Board

Submitted: 10/9/12 4:58 PM Certification: I Agree

Individual Information: Heather Humphrey, Personnel Administrator, 401 S. Spring, 3rd Floor Wm G. Stratton Building Springfield, IL 62706, 217-782-7222, heather.humphrey@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

3	Officials and Managers
6	Professionals
0	Technicians
0	Protective Service Workers
3	Para-Professionals
2	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

19	Officials and Managers
67	Professionals
0	Technicians
0	Protective Service Workers
29	Para-Professionals
4	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

119

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
2	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

CBD does not have a specific budget allocation for African American Employment Programs.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Personnel Unit advises management/Senior Staff of the underutilization status of the agency quarterly and during the hiring process. Management receives a copy of the Affirmative Action Plan and Quarterly Reports.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

2

How many Rutan certified interviewers in your agency are African-American?

6

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

CDB will continue to utilize various minority outreach programs, when appropriate, in order to reach eligible candidates.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

16 employees vacated CDB during FY 12, one was AFrican American.

How many employees were hired during FY 12 and how many of those were African American?

14 employees were hired at CDB during FY 12, two were African American.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

CDB allocates funds specifically for the training and development of all employees. Reasonable training requests are approved and paid for by the agency. Coded, Bargaining Unit employees are also eligible to participate in the Upward Mobility Program offered by CMS.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

A Hiring/Promotion Monitor is completed by the Personnel Administrator when an applicable employment transaction occurs.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

none

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

CDB is constrained by budget issues, the AFSCME contract and Personnel Code when hiring employees. That being said, the agency is committed to using all available resources to recruit and hire minority candidates.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

In the previous fiscal year, CDB hired one African American employee, as opposed to two in FY 12.

Have you identified any barriers to achieving your goals? If so, please list:

N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: AFSCME bargaining unit contract, Veterans preference

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

More flexibility would allow CDB to increase the number of minority employees. Currently, we are constrained as we must follow the AFSCME bargaining unit contract for new hires and promotions . In addition, veterans preference can also act as a barrier to increase minority candidates.

2013 State African American Employment Plan Survey

Agency: Central Management Services

Submitted: 10/31/12 8:00 PM Certification: I Agree

Individual Information: Fred V. Stewart, II, Equal Employment Opportunity Officer/Affirmative Action Officer, 401 S. Spring St., Suite 720, Springfield, IL 62703, (217) 558-6713, fred.stewart@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

32	Officials and Managers
56	Professionals
11	Technicians
1	Protective Service Workers
9	Para-Professionals
6	Office and Clerical
10	Skilled Craft Workers
20	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

346	Officials and Managers
506	Professionals
76	Technicians
12	Protective Service Workers
63	Para-Professionals
46	Office and Clerical
357	Skilled Craft Workers
161	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,567

As of June 30, 2012, provide the underutilization for African Americans by category:

4	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
2	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

All costs are paid via the Diversity Enrichment Program. For FY 2012, CMS spent $3000.00

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The EEO/AA Officer sends the quarterly Underutilization Summary by Region to the Division/Bureau Chiefs, as well as the Shared Services Center, keeping them aware of the areas in which underutilizations exist. CMS' legal department is still engaged with legal counsel from the Governor's Office and the Department of Human Rights to determine the permissible scope of expanded efforts to increase diversity.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

32

How many Rutan certified interviewers in your agency are African-American?

13

In how many Rutan interviews did African-American interviewers participate?

4

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

CMS regularly attends job fairs where we recruit candidates for employment. Additionally, the EEO/AA Officer sends the quarterly Underutilization Summary by Region to Division/Bureau Chiefs, as well as the Shared Services Center, keeping them aware of the areas in which underutilizations exist.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

204 employees vacated CMS in FY 12. Of those, 16 were African American.

How many employees were hired during FY 12 and how many of those were African American?

81 employees were hired during FY 12. Of those, 12 were African American.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

The Upward Mobility Plan is available for assisting employees in getting a promotion, as well as the tuition assistance program, when funds are available. Additionally, employees are able to use the Illinois Statewide Training Clearinghouse to take course that would enhance their skills making them more competitive for promotions and/or their own self-development.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The EEO/AA Officer requests promotional and eligibility lists for all hiring and promotional monitors with the exception of RUTAN exempt hires and promotions. The EEO/AA Officer will not concur with a hire/promotion without the promotion or eligibility list, when one exists. Discussion with Shared Services occur as needed when there are questions about a hire or promotion.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

CMS remains aware of its African American underutilizations. We are still working to reduce it. At the end of FY 2011, we had an underutilization of 4. At the end of FY 2012, we had an underutilization of 7.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

There was an increase to 7 from 4 from the end of FY 2011 to FY 2012. Although 16 African American employees left CMS due to retirement, discharge, transfer or layoff, that negatively affected the number of African American employees on board. The number of underutilizations was not able to be reduced because of hires/promotions that were made because of the bargaining unit agreement.

Have you identified any barriers to achieving your goals? If so, please list:

N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: RUTAN interview skills and procedures.

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Continued recruitment of African American candidates remains a priority for us to increase the number of interviews and hires by CMS.

2013 State African American Employment Plan Survey

Agency: Children and Family Services

Submitted: 10/29/12 4:48 PM Certification: I Agree

Individual Information: Debra Dyer, Deputy of Affirmative Action, 1921 South Indiana, Chicago, IL 60616, 312-328-2347, debra.dyer@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

228	Officials and Managers
689	Professionals
18	Technicians
0	Protective Service Workers
56	Para-Professionals
114	Office and Clerical
0	Skilled Craft Workers
6	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

589	Officials and Managers
1,792	Professionals
44	Technicians
0	Protective Service Workers
113	Para-Professionals
276	Office and Clerical
3	Skilled Craft Workers
10	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

2,960

As of June 30, 2012, provide the underutilization for African Americans by category:

2	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

DCFS does not have a separate budget allocation for African American Employment Programs. All African American Employment Programs activities are funded through the Director's Office or the Training Division budgets.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Compliance with the legislative mandates of the African American Employment Plan is discussed at the Deputies' Meetings. Deputies are to instruct their respective staff who hire, interview and recruit of the mandates and a quarterly report of underutilization is provided to deputies and personnel. The Deputy of Affirmative Action reviews all promotion and hiring monitors for compliance with the mandates. The Office of Employee Services assists with the interviewing process to ensure compliance with the mandate. DCFS conducts Rutan Interview and Selection Training to certify all interviewers and personnel staff are Rutan certified to ensure proficiency with the Rutan interview and selection process. The Office of Human Resources also conducts training of personnel liaisons on topics of hiring, interviewing, recruitment and Human Resource Compliance items. DCFS has an established Diversity committee that meets on a regular basis. The purpose of the Diversity Committee is to address underutilization, recruitment, retention and analyzes strategies to ensure improvement with respect to diversity. The committee consists of the Deputy Directors of Affirmative Action and the Office of Employee Services, the Chief of African American, Services the Chief of Latino Services, a representative from the Asian Advisory Council, a representative from the Communications Office and a representative form direct services.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

231

How many Rutan certified interviewers in your agency are African-American?

211

In how many Rutan interviews did African-American interviewers participate?

78

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

The Selection and Recruitment Unit ("S&R") attends a variety of recruitment events such as College/university Job Fairs, Unemployment Job Fairs, and visiting of community and junior colleges to potential of various degrees and career opportunities in state government as well as training on the application process to state government. DCFS maintains an electronic mailbox for all inquiries regarding employment opportunities, recruitments, applications and general questions. As well as develops and produces recruitment/promotional literature for use when DCFS staff attends or recruits at community events and or functions. In addition, S&R maintains and updates the agency's employment opportunity website and electronically post all available vacancies on CMS website and college and university sites. S&R has developed and conducted workshop sessions designed to address the hiring and interview process. The Office of

Affirmative Action African American Services incorporated the workshop into the African American Advisory Council Annual Conference. All academic interns are encouraged and advised on how to apply for employment with DCFS prior to the end of theirof internships.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

The overall number of employees that vacated the agency during FY 12 was 229 of which 88 were African American.

How many employees were hired during FY 12 and how many of those were African American?

During FY 12, 216 employees were hired of which 60 were African American

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Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

DCFS is comprised of a majority of collective bargaining staff. Promotions are mainly based on seniority. However, the Training Division provides ongoing skill based and self-development training to all staff. The annual African American Advisory Council Conference affords staff the opportunity to enhance their skill based knowledge and person self development.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

A quarterly report of underutilization is provided to deputies and personnel to use during their recruitment, interviewing and selection process. Personnel ensures that Hiring and Promotion Monitors accompanies all new hires and promotions. The Deputy of Affirmative Action reviews all interview list and promotion and hiring monitors for compliance with the mandates

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Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

No recommendations were provided by AAEP Advisory Council, DHR CMS or the Auditor General.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

In 2012 there were 16 African American new hires. The total underutilization for African Americans in the agency as of June 30, 2012 was 2 compared to 5 as of June 30, 2011. Underutilization was reduced by 3 within the agency in FY 12.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

From June 30 of 2011 to June 30 of 2012 there was a decrease of 31 African American employed by DCFS.

	2011	2012	Change
Officials/Managers	232	243	+11
Professionals	742	720	-22
Technicians	12	13	+1
Protective Services	0	0	0
Para-professional	66	53	-13
Office/Clerical	118	111	-7
Skilled Craft	0	0	0
Service Maintenance	7	6	-1

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Continued recruitment efforts in African American communities, colleges and universities will assist in increasing the number of African Americans employed by the agency.

2013 State African American Employment Plan Survey

Agency: Civil Service Commission

Submitted: 10/16/12 8:25 PM Certification: I Agree

Individual Information: Andrew Barris, Assistant Executive Director, 400 West Monroe, Suite 306, Springfield, IL 62704, 217 782 7373, andrew.barris@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

2 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

4

As of June 30, 2012, provide the underutilization for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

N/a

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

There are only 4 employees at the Civil Service Commission. There were no vacancies in the past year.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

n/a

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

0

How many employees were hired during FY 12 and how many of those were African American?

0

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

n/a

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

n/a

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

n/a

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

n/a

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

n/a

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

n/a

2013 State African American Employment Plan Survey

Agency: Commerce and Economic Opportunity

Submitted: 11/1/12 9:19 PM Certification: I Agree

Individual Information: Victoria D. Benn, Agency-wide EO Compliance/Education & Training Manager, 500 East Monroe Street, 8th Flr. Springfield, Illinois, 62701., 217/524-2997 (work); 217/558-6971 (fax); Telecommunications Relay Center/English: TDD only - 711 or 1-800-526-0844; Voice 711 or 1-800-526-0857; Spanish: TDD only 711 or 1-800-501-0864; Voice 711 or 1-800-501-0865, Victoria.Benn@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

20	Officials and Managers
25	Professionals
0	Technicians
0	Protective Service Workers
3	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

170	Officials and Managers
207	Professionals
2	Technicians
0	Protective Service Workers
16	Para-Professionals
3	Office and Clerical
1	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

401

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

The Department did not provide any direct budget allocations for Afrcian-American Employment Programs. However, the Department did fund two statewide employment trade programs for minorities in FY12: Employment Opportunities Grant Program ($300,000) and the Urban Weatherization Initiative ($2,391,790.81).

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

When DCEO's Office of Human Resources staff notifies the Office of Equal Opportunity Monitoring & Compliance (EOMC) that vacancies have occurred in underutilized or utilized areas, the DCEO Office of EOMC immediately sends out a written notice to the Deputy Director of Human Resources and their staff as well as the respective hiring authority reminding them of their EO/AA, Executive Order #15 (1999) and State African-American Employment Plan obligations to adhere to such laws. All staff within the Office of Human Resources as well as DCEO's Agency-wide EO Compliance/Education and Training Manager attend monthly agency personnel managers' meetings and training sessions sponsored by CMS and IDHR to become more aware of any/all legislative mandates affecting the State African-American Employment Plan. DCEO's Deputy Director of Equal Opportunity Monitoring and Compliance provides periodic updates to the Director regarding DCEO's responsibility to attract, hire or promote highly qualified African-Americans to the workforce. The Director meets regularly with the Deputy Director of Equal Opportunity Monitoring and Compliance to strategize our efforts to increase the number of highly qualified African-Americans at DCEO as well as meet the AA goals.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

20

How many Rutan certified interviewers in your agency are African-American?

8

In how many Rutan interviews did African-American interviewers participate?

2

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

The Deputy Director of the DCEO Office of Equal Opportunity Monitoring & Compliance (EOMC) and the DCEO Agency-wide EO Compliance/Education & Training Manager maintain excellent business relations with internal and external recruitment sources such as: local area churches; Various local and state officials of African-American descent who have offices throughout the State of Illinois; Minority and Women Owned Businesses within Illinois; the Division Manager of CMS/Bureau of Personnel/Division of Statewide Services; Representatives from the CMS Chicago Office of Diversity Enrichment Program; A representative from the Chicago Urban League Workforce Development and Diversity Center; A representative from the University of

Illinois at Chicago Career Placement Division; State agency EEO Managers; Manager of the CMS Veterans Outreach Program; Blacks in Government; the Interim Executive Director of the Illinois Association of Minorities in Government (IAMG); President of the Illinois Association of Hispanic State Employees (IAHSE) [whereby some of the members voluntarily disclose their bi-racial African-American ancestry]; the EO & Disability Liaison of the Illinois Department of Human Rights; Central and Southern Illinois Higher Educational Institutions; the Springfield Urban League; the Springfield NAACP; the Springfield Black Chamber of Commerce; the Illinois Committee on Black Concerns in Higher Education; the Southern Illinois University/Office of Human Resources and statewide IDES Employment and Training Centers to apprise these employment sources of current vacancies within DCEO as well as to attempt to identify future employment/career fairs which might be scheduled in areas that are predominately located in African-American communities. DCEO maintains a close relationship with the following community outreach partners: The Honorable State Representative La Shawn K. Ford of the 8th Legislative District Cory Foster, State Coordinator, State African American Employment Plan Survey Shirley Jones, current Executive Director, Illinois Association of Minorities in Government (IAMG) Sharryon Dunbar, former Interim Executive Director, Illinois Association of Minorities in Government (IAMG) Jerrie L. Blakely, Board President, Springfield and Central Illinois African-American History Museum Kathryn M. Harris, Library Services Director, Abraham Lincoln Presidential Library Susan Allen, EO and Disability Compliance Liaison, Illinois Department of Human Rights Barb McDonald, CMS Chicago Diversity Enrichment Program Mac McKelvey, Manager, CMS Veteran's Outreach Program Tina Crawley, Chicago Urban League Workforce Development and Diversity Center State Agency EEO Managers Teresa Haley, President, Springfield Chapter of the National Association for the Advancement of Colored People (NAACP) Nina Harris, President/CEO, Springfield Urban League Peg Podlasek, EEO Manager at Illinois Board of Higher Education Debra McCoy, Manager, City of Carbondale/Office of Human Resources Jaci DeBrun, Manager, CMS/ SD Opportunities Program Dan Dickerson, Manager, DHS/Disability Recruitment Program Career Placement/Office of Diversity at the University of Illinois at Chicago and Springfield Robert Morris University Benedictine University Springfield College in Illinois Lincoln Land Community College Southern Illinois University/Carbondale Stephen Cantine, M.S., Director, Career Center – Illinois State University Linda Moore, Director EIU Career Services Martin Kral, Director, WIU Career Services Tammy Craig, Director, UIS Career Development Center Mr. Sandy Robinson, Director, Office of Community Relations/City of Springfield, Illinois Dr. Linda McCabe-Smith, Associate Chancellor for Diversity at SIU Carbondale Oscar L. Williams, President, Blacks in Government (Region V) President, National Forum for Black Public Administrators Employment and training facilities that are identified by our DCEO Office of Employment and Training and located in predominately African-American communities. DCEO participates in statewide employment/career fairs as well as employment related meetings and training sessions sponsored by universities, community colleges, trade associations, statewide professional minority organizations, other state agencies and members of the Illinois General Assembly when our budget permits. DCEO was represented at the following Career/Job Fairs, statewide conferences and special events: 24th Annual Illinois Association of Hispanic State Employees (IAHSE) Training Conference/Job Fair, October 7, 2011, Hyatt Regency McCormick Place Hotel, Chicago, Illinois The DCEO Agency-wide EO Compliance Manager attends monthly Personnel Managers meetings to become aware of any and all changes that affect state employment policy and procedures. The Department was invited and participated at the Springfield Branch NAACP 91st Annual Lincoln-Douglass Freedom Fund Banquet, February 12, 2012, Springfield, Illinois. 2012 Springfield Collegiate Career Fair sponsored by the University of Illinois Career Development Center; Springfield College in Illinois/Benedictine University; Robert Morris University and Lincoln Land Community College, February 16, 2012, Springfield, Illinois The Department was invited and participated at the Illinois Department of Revenue' Hiring Seminar, March 15, 2012, Springfield, Illinois. Chicago Annual 2012 Diversity/Veterans

Employment Day, McCormick Ballroom (Herman Hall Building), March 21, 2012, Chicago, Illinois 2012 Career and Employment Expo sponsored by MacMurray College, Illinois College, The Job Center, DHS – Division of Rehabilitation Services, LLCC, West Central Mass Transit District, Jacksonville Area Chamber of Commerce, Jacksonville Regional Economic Development Corporation, Jacksonville Journal-Courier and Radio Stations WLDS/WEAI, April 12, 2012, Jacksonville, Illinois 24th Annual Illinois Association of Minorities in Government (IAMG) State of the State Training Conference, May 23 – 25, 2012, Springfield, Illinois. During this event the Department conducted a Small Business workshop; Three (3) Historic City Tours and; Exhibit/Recruitment information to all interested IAMG conference participants. The Department is an active member on the Illinois Disabled Hiring Initiative Committee (DHIC) The Department responds to applicants making sure they become familiar with DCEO's mission, programs and services as well as our position titles. And when vacancies occur within the Department, The DCEO Office of EOMC notifies highly qualified applicants about such employment opportunities, based upon their educational background and work experience. The Department tracks the response rate of applicants who complete a CMS employment/promotional application, submits a resume to the Department and obtains a CMS grade of "A" for various position titles which the Department utilizes. The Department maintains recruitment files compiled with lists of highly qualified individuals, including applicants and employees, interested in working for or advancing within the Department. Hiring authorities who are directly involved in the selection process are requested to contact the Department's Agency-wide EO Compliance Manager, prior to the interview, to identify any outstanding underutilized areas when considering the hire or promotion of highly qualified African-American applicants for state service. The Office of Equal Opportunity Monitoring & Compliance Office as well as the Office of Human Resources assists applicants by mail, telephone, in person, the Internet and e-mail in order to better understand the CMS employment process and to help them access, complete and submit an employment or promotional application. DCEO's Agency-wide EO Compliance Manager also identifies and refers highly qualified internal African-American employees to DCEO management staff for consideration when promotional opportunities arise. During FY12 the Department hired: Five (5) highly qualified African-American Official/Managers. They are as follows: 1) Deputy Director, DCEO Office of Regional Economic Development 2) Deputy Director, DCEO Office of Community Development 3) Economic Development Manager (Northeast Region) DCEO Office of Regional Economic Development 4) One (1) highly qualified African-American Official/Manager in the DCEO Chicago Office/Office of Business Development 5) One (1) highly qualified African-American Official/Manager in the DCEO Chicago Office/Office of Urban Assistance Two (2) highly qualified African-American Professionals. They are as follows: 1) One (1) highly qualified African-American Professional in the DCEO Chicago Office/Office of Urban Assistance 2) One (1) highly qualified African-American Professional in the DCEO Springfield Office/Office of Entrepreneurship & Small Business And promoted: Lastly, four (4) highly qualified African-Americans received well deserved promotions in the DCEO Chicago Office [1- is a highly qualified African-American Woman Official/Manager who works in the DCEO Office of Urban Assistance; 3 are highly qualified African-American Professionals [1- African-American Woman who works in the DCEO Office of Business Development/Finance Division; 1- African-American Woman who works in the DCEO Office of Entrepreneurship and Small Business; 1 African-American Male who works in the DCEO Office of Energy Assistance.]

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

Sixty-eight (68); Twelve (12)

How many employees were hired during FY 12 and how many of those were African American?

Thirty-four (34) [including one (1) reinstatement]; Eight (8)

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

DCEO not only emphasizes recruitment and hiring, but also places great importance on training, education, and promotional needs for African-American employees so they have an opportunity to take advantage of career advancement opportunities within the Department. DCEO offers a Tuition Reimbursement Program; Upward Mobility Program; Professional Development Training/Education Programs; and a variety of Computer Training Programs to all eligible employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Per Section 2520.770 (h) of the Human Rights Rules and Regulations this law requires agencies to use hiring and promotion monitors whenever personnel transactions occur. As stated in the rules: "No hire or promotion commitment shall be made until the agency EO Manager or designee has reviewed and signed the monitor indicating approval of the transaction. In all transactions, the agency Director or designee shall sign and date the monitor, indicating approval. All staff within DCEO's Office of Human Resources has been made aware of this law when they attend the monthly personnel managers meetings sponsored by CMS. And the DCEO Office of EOMC reminds HR on a periodic basis of this mandate.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

CMS, IDHR and the IATC should work together to develop a comprehensive electronic online training program which covers the following two topics of "EO Law: What are the State Employment Requirements that all state agency hiring authorities should know" and "Diversity/Cultural Inclusion." Also, "Interview & Selection (Rutan) Training should be made available in the Chicago area as well as in the Springfield area; The State of Illinois should consider increasing the number of highly qualified protected class individuals as Human Resource Managers.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

2012 African-American employee summary: 2013 African-American employee summary:
15 – Official/Managers 20 – Official/Managers 32 – Professionals 25 – Professionals 6 – Para-Professionals 3 - Para Professionals 2 – Office/Clericals 1 – Office/Clericals 0 – Skilled Craft Worker 0 – Skilled Craft Worker

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Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

Official/Manager – African-Americans During FY12 five (5) African-Americans were hired into the Official/Manager EEO job category: 1-African-American Male Deputy Directory/DCEO Office of Regional Economic Development - Region 1/Cook County 1-African-American Male Deputy Director/DCEO Office of Community Development - Region 7/Sangamon County 1-African-American Male Economic Development Manager (Northeast Region) - Region 1/Cook County 1-African-American Woman/DCEO Office of Business Development-Region 1/Cook County 1-African-American Woman/DCEO Office of Urban Assistance-Region 1/Cook County EEO records indicate the one (1) African-American was promoted into the

Official/Manager EEO job category: 1-highly qualified African-American Woman Official/Manager from the DCEO Chicago Office of Urban Assistance During FY12 one (1) African-American Official/Manager chose to voluntarily retire or separate by other means from state service: 1-highly qualified African-American Male Official/Manager from the DCEO Chicago Office of Regional Outreach Professional – African-Americans During FY12 two (2) African-Americans were hired into the Professional EEO job category: 1-is located in the DCEO Chicago Office of Urban Assistance 1-is located in the DCEO Springfield Office of Entrepreneurship & Small Business EEO records indicate the three (3) African-Americans were promoted into the Professional EEO job category, but those employment transactions did not change their EEO job category: 1-African-American Woman who works in the DCEO Chicago Office of Business Development/Finance Division 1-African-American Woman who works in the DCEO Chicago Office of Entrepreneurship and Small Business 1-African-American Male who works in the DCEO Chicago Office of Energy Assistance EEO records indicate that one (1) hire and one (1) promotion for African-American Professionals changed their EEO job category from Professionals to Official/Managers. These employment transactions are previously cited in the increases for African-American Official/Managers. During FY12 seven (7) African-American Professionals chose to voluntarily retire or separate by other means from state service: African American Woman DCEO Chicago Office of OSHA African American Woman DCEO Chicago Office of OSHA African American Woman DCEO Springfield Office of Employment & Training African American Male DCEO Springfield Office of Employment & Training African-American Woman DCEO Chicago Office of Employment & Training African-American Male DCEO Springfield Office of Energy Assistance African American Woman DCEO Chicago Office of Employment & Training Para-professional – African-Americans During FY12 three (3) African-American Para-professionals chose to voluntarily retire or separate by other means from state service: 1-African-American Woman DCEO Chicago Office of Small Business 1-African-American Woman DCEO Chicago Office of Management Operations 1-African-American Woman DCEO Springfield Office Employment & Training Office/Clerical – African-Americans During FY12 one (1) African-American Office/Clerical chose to voluntarily retire or separate by other means from state service: 1-African-American Woman DCEO Chicago OSHA Office

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Have you identified any barriers to achieving your goals? If so, please list:

- [ ] N/A
- [ ] Skills and work history
- [x] Attitudes and behaviors
- [ ] Health, wellness, disability
- [ ] Job search knowledge and skills
- [ ] Transportation and job location
- [x] Other: Seniority status; Veteran status and sometimes CMS grades do not remain current.

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Department encourages all DCEO employees, which is inclusive of our African-American staff, to contact DCEO Office of Human Resources or the DCEO Office of Equal Opportunity Monitoring & Compliance (EOMC) to identify vacant position titles. DCEO African-American employees are also requested to access the DCEO Portal II system on the Intranet to identify current vacancies as they occur. DCEO encourages all staff to contact friends and family members who are interested in state service, by accessing the CMS electronic employment

system at http://work.illinois.gov/. Interested parties should complete a CMS employment or promotional application, and apply for specific state position(s) based upon their educational skills or work experience. African-American applicants with disabilities should contact the CMS/SD Program Coordinator or the DHS/ Disability Recruitment Program Coordinator. And African-American veterans should contact the CMS/Veteran’s Outreach Program Coordinator.

2013 State African American Employment Plan Survey

Agency: Corrections

Submitted: 10/24/12 3:53 PM Certification: I Agree

Individual Information: Karey Wanless, PSA - IDOC Personnel Manager, 1301 Concordia Court Springfield, Il 62794, 217-558-2200, Karey.Wanless@doc.illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

71	Officials and Managers
269	Professionals
126	Technicians
915	Protective Service Workers
11	Para-Professionals
33	Office and Clerical
8	Skilled Craft Workers
49	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

346	Officials and Managers
1,333	Professionals
421	Technicians
7,692	Protective Service Workers
173	Para-Professionals
287	Office and Clerical
317	Skilled Craft Workers
663	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

11,232

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
1	Technicians
25	Protective Service Workers
4	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
7	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

N/A

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Recruiters participate in job fairs and recruitment activites that target African Americans which are sponsored by educational institutions, organizations and governmental entities. Recruiters are also trained to focus on underutilization in targeted areas.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

71

How many Rutan certified interviewers in your agency are African-American?

53

In how many Rutan interviews did African-American interviewers participate?

18

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Employment strategies included attending African American conferences, recruitment fairs and providing IDOC's Affirmative Action Plan for the state African American Plan.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

During FY12, there were 437 employees that vacated IDOC due to retirement, layoff, termination and/or transfer, and of those vacated employees 61 were African American

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How many employees were hired during FY 12 and how many of those were African American?

During FY12, there were 155 employees hired, and of those hired 5 were African American

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Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

Staff opportunities for promotion exist within negotiated Contractual Filling of Vacancies language. The Upward Mobility Program is also available and encouraged within the Department of Corrections for career advancement.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

With each recommendation for hire, promotion, or transfer across geographical regions or job category, a Hiring and Promotional Monitor is submitted and approved by the agency EEO Officer prior to any committments being made to fill the position

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Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

To continue to hire and promote African Americans to reach parity in the underutilized categories

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Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Based on our underutilization numbers, a focus was made during the hiring of correctional cadets to target African American candidates.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

The underutilized of African Americans was reduced by 7% from the prior year by targeted hiring.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Department continues to monitor and track hiring goals. Where there are underutilizations noted, the agency attempts to meet those needs whenever possible.

2013 State African American Employment Plan Survey

Agency: Criminal Justice Information Authority

Submitted: 10/17/12 2:44 PM Certification: I Agree

Individual Information: Edith Feliciano, Associate HR Director, 300 W. Adams Street - Suite 200 - Chicago, IL 60606, (312) 793-8950, Edith.Feliciano@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
7	Professionals
1	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

14	Officials and Managers
42	Professionals
1	Technicians
0	Protective Service Workers
2	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

60

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

We do not have a budget allocation on any employment program. We are presently at parity in minority hires.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Provide new supervisors with training concerning EEO Laws. Keep communication open so supervisors and administrative staff know about our goals of hiring more African American. Notify relevant recruitment sources of potential vacancies.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

1

In how many Rutan interviews did African-American interviewers participate?

1

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

I have sent posting and other job information to colleges and African American Associations.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

9 - 2 were African American

How many employees were hired during FY 12 and how many of those were African American?

7 hired - 1 African American was hired in FY12

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

This agency does not specifically work with the public.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Informing the staff of the hiring and promotional monitors and making the staff fill it out so that they know why and how the agency is pushing to hire African American employees.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

Does not apply

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

This year we hired a African American/Veteran in the Professional Category.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

Same as above in addition one African American Male transfer to CMS.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The agency is doing the necessary needs to help increase the number of African American in the workforce. We will notify African American Associations and colleges when there are vacancies available.

2013 State African American Employment Plan Survey

Agency: Deaf and Hard of Hearing Commission

Submitted: 10/30/12 7:47 PM Certification: I Agree

Individual Information: Tonia R. Bogener, Legal Counsel / EEO Officer, 1630 S. Sixth Street, Springfield, IL 62703, 217/557-4493, tonia.bogener@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

4 Officials and Managers
2 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

4 Officials and Managers
3 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

7

As of June 30, 2012, provide the underutilization for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

None.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The appropriate staff has been advised of the requirements of the African American Employment Plan. To ensure compliance, the agencies interviews all applicants on the CMS eligible list. IDHHC post all vacanies with the various disability groups and the Chicago Land Black Deaf Advocates.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Due to the agency's limited headcount and specialized population it serves requiring staff to be able to communicate using American Sign Language, IDHHC does not have any specialized employment strategies. In addition to posting on the CMS system, all job vacancies are posted to various deaf and disability organization. Included among these is the Chicago Land Black Deaf Advocates. When vacancies exist, IDHHC uses all forums available to recruit new employees including deaf events such as Deaf Nations and ADA Celebrations

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Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

1 individual transfered to another agency and was not African American

---

How many employees were hired during FY 12 and how many of those were African American?

0

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

Due to the agency's limited headcount and specialized population it serves requiring staff to be able to communicate using American Sign Language, IDHHC does not have any internal programs. However, all employees have direct access to the Personnel Manager, EEO Officer and Director to express any concers. Additionally, the Personell Manager post all job vacancies to a veariety of disability and deaf organizations including the Chicago Land Black Deaf Advocates.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The EEO Officer and Personnel Manager coordinate the completeion of the hiring and promotion monitors. The Personnel Manager has added both to the required paperwork checklist utilized for new employees and promotions.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

IDHHC posted and filled only one position during FY12. The position was posted on the Chicago Land Black Deaf Advocates. IDHHC did not receive any African American applications for the position. However, IDHHC has two (2) African American Commissioners and an African American Licensure Board member.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

0

Have you identified any barriers to achieving your goals? If so, please list:

N/A
Skills and work history
Attitudes and behaviors
Health, wellness, disability
Job search knowledge and skills
Transportation and job location
X Other: Must be able to communicate in American Sign Language

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Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Continue seeking qualified applicants form a variety of sources including those specific to African American individuals.

2013 State African American Employment Plan Survey

Agency: Developmental Disabilities Council

Submitted: 10/18/12 4:42 PM Certification: I Agree

Individual Information: Janinna Hendricks, Fiscal and Operations Director, 830 S. Spring, Springfield IL 62704, 217-782-9696, janinna.hendricks@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

0 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

5 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
2 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

8

As of June 30, 2012, provide the underutilization for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

The Illinois Council on Developmental Disabilities does not have a budget allocation per se for any employment programs due to our small size, with the exception of the activities of the Personnel Officer, which account for approximately 10% of the total job duties of that position (also serving as the Fiscal and Operations Director).

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Council's Personnel Officer is responsible for ensuring that the Council is complying with the African American Employment Plan.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

The Council has not undertaken any strategies specifically related to African American employment during the year. The Council is committed to hiring individuals from diverse backgrounds, including people with disabilities.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

Two employees transferred from our Agency. One of those was African American.

How many employees were hired during FY 12 and how many of those were African American?

One employee was hired and this was a bargaining unit promotion.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

All agency employees are encouraged to participate in personal development trainings and activities. The agency organizes agency-wide training of all employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Council's Personnel Officer is responsible for ensuring that the Hiring and Promotion Monitors are completed correctly and signed by the appropriate people.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The Council has received no recommendations from any of the above listed entities.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The Council is committed to hiring individuals from diverse backgrounds, including people with disabilities. One hire occurred in FY 12 and this was a bargaining unit promotion.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

No

Have you identified any barriers to achieving your goals? If so, please list:

- [X] N/A
- [ ] Skills and work history
- [ ] Attitudes and behaviors
- [ ] Health, wellness, disability
- [ ] Job search knowledge and skills
- [ ] Transportation and job location
- [ ] Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Council looks forward to working with CMS Personnel's Diversity Outreach staff in the future to effectively recruit and hire a diverse staff team. This includes African Americans as well as individuals from other minority groups, including people with disabilities.

2013 State African American Employment Plan Survey

Agency: Emergency Management Agency

Submitted: 10/25/12 7:19 PM Certification: I Agree

Individual Information: Kevin Moore, Labor Relations Administrator, 1035 Outer Park Dr., Springfield 62704, 2177823184, kevin.moore@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

2	Officials and Managers
7	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

38	Officials and Managers
137	Professionals
15	Technicians
0	Protective Service Workers
13	Para-Professionals
10	Office and Clerical
2	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

215

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The agency's EEO/AA Officer oversees related activity.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

9

How many Rutan certified interviewers in your agency are African-American?

2

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

The agency notifies groups such the Urban League, NAACP and IAMG of current vacancies. IEMA also participates in various job fairs at state universities to increase awareness of the agency's mission and career opportunities.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

22 total, 0 African American

How many employees were hired during FY 12 and how many of those were African American?

29 total, 1 African American

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

The agency participates in the upward mobility program and encourages employees to participate in seminars, workshops and professional and society organizational meetings.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Shared Services and CMS will not process any personnel transactions unless the appropriate monitors is attached.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

N/A

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

No

Have you identified any barriers to achieving your goals? If so, please list:

X N/A
Skills and work history
Attitudes and behaviors
Health, wellness, disability
Job search knowledge and skills
Transportation and job location
Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The agency will continue to address underutilization issues agency-wide as vacancies occur.

2013 State African American Employment Plan Survey

Agency: Employment Security

Submitted: 10/30/12 2:57 PM Certification: I Agree

Individual Information: Carlos . Charneco, Equal Opportunity Officer, 33 S State St. Chicago IL 60603, 312 793-4714, carlos.charneco@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

96	Officials and Managers
378	Professionals
11	Technicians
0	Protective Service Workers
24	Para-Professionals
22	Office and Clerical
0	Skilled Craft Workers
4	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

290	Officials and Managers
1,344	Professionals
21	Technicians
0	Protective Service Workers
61	Para-Professionals
39	Office and Clerical
0	Skilled Craft Workers
4	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,759

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

There is no specific budget for those purposes.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The EO Office meets with Human Resources and provides them with underutilization information when filling positions.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

96

How many Rutan certified interviewers in your agency are African-American?

65

In how many Rutan interviews did African-American interviewers participate?

20

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

DES employment offices have access to DES job posting and share this with job seekers. There are a number of employment offices serving significant African American job seekers. DES participated and coordinated a number of job fairs throughout the year including job fairs at Malcolm X, Chicago State, Olive Harvey College and 7th Ward Ald. Sandi Jackson Annual Job Fair. Agency will provide information to Illinois Association of Minorities in government IDES participated in several Job and resource fairs hosted by African American Churches in Chicago and the Suburbs including St. Sabina's Job Resource Fair and Aurora's Faith Based Resource Fair hosted by the coalition of Black Churches. Job information is also provided to the Urban Leagues throughout the state.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

168 vacated the agency including 23 intermittent employees, 56 were African Americans includes 50 intermittent employees.

How many employees were hired during FY 12 and how many of those were African American?

There were 174 hires including 33 intermittent employees, 33 were African Americans 5 were intermittent employees.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

The Agency informs employees of the availability of Upward Mobility and tuition reimbursement. A manual on job bidding is posted on the internal website. Human Resources are available to answer questions. Other paid leave is granted to employees to attend the Illinois Association of

Minorities in Government.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The EO Office provides underutilization information when filling positions. The EEO officer reviews all hiring and promotional monitors. Human Resources staff and EEO staff meet periodically to insure compliance with CMS rules. EO Officer will review selection of candidates before a final hiring decision has been made. DES incorporated the process within its policy and procedures (P&P 1203) to ensure underutilization of minorities is considered.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The officials and managers count increased from 95 to 96.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

The officials and managers count increased from 95 to 96. The number of African Americans within the professional categories decreased from 412 to 378. This is due to Agency staff reductions. There was a similar loss among White employees (35).

Have you identified any barriers to achieving your goals? If so, please list:

X N/A
Skills and work history
Attitudes and behaviors
Health, wellness, disability
Job search knowledge and skills
Transportation and job location
Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

DES employment offices have access to DES job posting and share this with job seekers. There are a number of employment offices serving significant African American job seekers. DES attends and provides job information at the Illinois Association of Minorities in Government. DES continues to participate and coordinated a number of job fairs throughout the year including job fairs at Malcolm X, Chicago State, Olive Harvey College and 7th Ward Ald. Sandi Jackson Annual Job Fair. IDES participated in Rainbow Push's Martin Luther King Job Fair and their Annual Conference and Job Expo and will continue to recruit at these events. IDES participated in several Job and resource fairs hosted by African American Churches in Chicago and the Suburbs. Other events include St. Sabina's Job Resource Fair and Aurora' Faith Based Resource Fair hosted by the coalition of Black Churches. In addition DES will continue its veteran outreach program. Veteran staff provides information on State jobs including DES jobs.

2013 State African American Employment Plan Survey

Agency: Environmental Protection Agency

Submitted: 10/23/12 3:55 PM Certification: I Agree

Individual Information: Jill Johnson, EEO/AA Officer, 1021 N. Grand Avenue East Springfiled, IL 62702, 217/785-2911, Jill.Johnson@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

5	Officials and Managers
29	Professionals
10	Technicians
0	Protective Service Workers
4	Para-Professionals
6	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

137	Officials and Managers
566	Professionals
56	Technicians
0	Protective Service Workers
46	Para-Professionals
64	Office and Clerical
0	Skilled Craft Workers
3	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

844

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
2	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

The Office of Human Resources was allocated $4,850 for all recruitment activities for FY 12, including activities related to the recruitment of African American employees.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Office of Human Resources, the Personnel Liaisons of each Bureau, the Director, Deputy Director, Labor Relations Manager and other senior staff are provided copies of the Agency's Affirmative Action Plan which contain nformation about the underutilization of African Americans and the numeric goals to reduce underutilization.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

4

How many Rutan certified interviewers in your agency are African-American?

3

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

The EEO/AA Officer works with the Office of Human Resources by sharing underutilization information. In addition to developing a African American Employment Plan, the Agency attends a number of diversity fairs and invites all African Americans on open competitive lists for interviews.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

62 total separations. 2 African Americans.

How many employees were hired during FY 12 and how many of those were African American?

15 total hires. 2 African Americans.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

Bureaus within the Agency offer training on various topics to all employees. Upward Mobility, CMS and Capital City Center offer classes and training to all employees. The Agency also offers tuition reimbursement and profession certification to all employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Hiring and Promotion Monitors are completed by the office of Human Resources and reviewed quarterly by the Department of Human Rights.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

none

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Official/Manager:5 Professional:29 Technician:10 ParaProfessional:4 Office/Clerical:6 Service/Maintenance:1

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

There was a decrease of 1 Clerical and an increase of 1 Service/Maintenance.

Have you identified any barriers to achieving your goals? If so, please list:

- [x] N/A
- [ ] Skills and work history
- [ ] Attitudes and behaviors
- [ ] Health, wellness, disability
- [ ] Job search knowledge and skills
- [ ] Transportation and job location
- [ ] Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

none

2013 State African American Employment Plan Survey

Agency: Executive Ethics Commission

Submitted: 10/25/12 6:46 PM Certification: I Agree

Individual Information: Adam Alstott, EEO Officer/Deputy General Counsel, 401 S Spring, Stratton Building Room 513, Springfield, IL 62706, 217-558-3724, Adam.Alstott@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
12	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

9	Officials and Managers
57	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
10	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

79

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

There is no specific allocation in the EEC's FY12 budget for African American Employment Programs.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Internal meetings have taken place to discuss all EEO hiring initiatives. The EEC has no Coded or Union positions, so many of the initiatives in the plan are inapplicable. However, in addition to posting vacant position on the requisite CMS sites, the EEC has sent posting information to the Illinois Association of Minorities in Government, the Illinois Department of Employment Securites, and L.U.L.A.C. The EEC would like to send a representative to quarterly EEO meetings upon notice received, and the EEC would be interested in assessing whether implementing hiring and promotion monitors would be beneficial to our structure. Also, the zeroes below are misleading. The Rutan-based questions are inapplicable to our agency. Also, the number of African-Americans serving as mid-level managers could either be 0 or 12 depending on the classification of State Purchasing Officers and Procurement Compliance Monitors, who are professional employees with statutorily imposed responsibilities in every agency under the Governor.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

In addition to posting vacant position on the requisite CMS sites, the EEC has sent posting information to the Illinois Association of Minorities in Government, the Illinois Department of Employment Securites, and L.U.L.A.C.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

There were 12 total separations, 1 of which was by an African American.

How many employees were hired during FY 12 and how many of those were African American?

There were 17 employees hired, and 3 were African-American.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

All of our State Purchasing Officers and Procurement Compliance Monitors were offered free, extensive training on procurement topics by the National Institute of Government Purchasing. The entire agency also received a 2 day training session from DHR covering conflict resolution and diversity awareness.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Hiring and Promotion Monitor requriements are not applicable to the EEC, as there are no Coded or Rutan positions. However, the EEC would be interested in assessing whether use of these tools would be beneficial in our environment.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

We have not received recommendations from these bodies.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Our annual Affirmative Action Plan showed no underutilization of any minority group in any EEOC catogory.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

There were no increases or decreases.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A
Skills and work history
Attitudes and behaviors
Health, wellness, disability
Job search knowledge and skills
Transportation and job location
Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

1. Increase rectruitment by continuing to partner with CMS Diversity Awareness and IAMG, as well as enhancing our recruitment efforts at local colleges. 2. Partner with other agencies to perform targeted recruitment. 3. Continue to assess tools used by coded agencies to determine how they may help the EEC in achieving our goals.

2013 State African American Employment Plan Survey

Agency: Financial and Professional Regulation

Submitted: 10/30/12 8:32 PM Certification: I Agree

Individual Information: Vivian Ann Toliver, PSA1, 100 W. Randolph St., Suite 9-300, Chicago, IL 60640, (312) 814-1764, vivian.toliver@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

10	Officials and Managers
54	Professionals
2	Technicians
0	Protective Service Workers
5	Para-Professionals
7	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

122	Officials and Managers
353	Professionals
5	Technicians
0	Protective Service Workers
80	Para-Professionals
30	Office and Clerical
4	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

461

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No, IDFPR does not specifically budget for African-American Employment Programs.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Shared Services Center ensures that IDFPR complies with all the Hiring and Promotion Monitor requirements.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

10

How many Rutan certified interviewers in your agency are African-American?

6

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

IDFPR encourages African-American employees to attend the annual Minorities in Government Conference.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

58 employee left IDFPR; and, 5 were African-American.

How many employees were hired during FY 12 and how many of those were African American?

42 employees were hired in FY12; and, 9 were African-American.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

IDFPR provides an opportunity for African-American employees to attend the annual Minorities in Government Conference.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Shared Services Center ensures that IDFPR complies with all the Hiring and Promotion Monitor requirements.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

Creation of a job posting board on IDFPR's website; and furnish current job postings to IDES and other agencies EEO Officers.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

IDFPR is monitored by the Illinois Department of Human Rights with the annual Affirmative Action Plan, Quarterly Reports, and Quarterly Reviews. The underutilization for African-Americans in FY13 was 1 Paraprofessional.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

Yes, there was a decrease in the underutilization. Previously, IDFPR was underutilized by 2 African-American Official/Managers; now, we are only underutilized by 1 Paraprofessional.

Have you identified any barriers to achieving your goals? If so, please list:

N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Rutan and Veteran Preference

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

N/A

2013 State African American Employment Plan Survey

Agency: Gaming Board

Submitted: 10/23/12 7:54 PM Certification: I Agree

Individual Information: Karen Weathers, EEO Officer, 801 S. 7th Street, Springfield, Illinois 62703, 217-558-3019, karen.weathers@igb.illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

2	Officials and Managers
16	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

42	Officials and Managers
89	Professionals
0	Technicians
0	Protective Service Workers
8	Para-Professionals
3	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

142

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

The Illinois Gaming Board has no specific allocations for an African American Employment Program.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Illinois Gaming Board's hiring and interview processes are conducted by the A & R Shared Services Center. All staff are Rutan certified and well versed on the rules and procedures state agencies are mandated to follow.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

2

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

The A & R Shared Services Center coordinates the recruitment efforts for the Illinois Gaming Board. Shared Services attend various employment functions and trainees/internships are filed in the same competative manner as other vacancies.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

Fourteen (14) IGB employees left the agency during FY 2012.

How many employees were hired during FY 12 and how many of those were African American?

Four (4) IGB African American employees have left the agency during FY 2012.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

Central Management Services sponsors various career enhancement and self development programs to the State of Illinois employees at no cost. The Illinois Gaming Board employees are encouraged to participate.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

IGB relies heavily on the A & R Shared Services Center to follow all rules and regulations of the hiring process. In addition, the EEO Officer and Administrator review and sign all hiring and promotional monitors, and Shared Services provides the appropriate documentation to support

such hires.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

IGB has not received any recommendations from DHR, CMS, or the Auditor General pertaining to the agency's African American Employment Plan.

Provide results of your agency’s studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

As of June 30, 2012, IGB's 4th Quarter EEO Report reflects that 20 (14.08%) of the 142 IGB employees are African American.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

There was a slight increase in African American employees during FY 12; in FY 11, IGB reflected 16 (13.8%) of the 116 employees were African Americans.

Have you identified any barriers to achieving your goals? If so, please list:

- [X] N/A
- [ ] Skills and work history
- [ ] Attitudes and behaviors
- [ ] Health, wellness, disability
- [ ] Job search knowledge and skills
- [ ] Transportation and job location
- [ ] Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Illinois Gaming Board recommends that all interested candidates, including minorities and the disabled, seek grades from CMS and to maintain their eligibility so that all candidatesare prepared when advertsiments for employment opportunities are made available to them.

2013 State African American Employment Plan Survey

Agency: Guardianship and Advocacy Commission

Submitted: 10/23/12 8:01 PM Certification: I Agree

Individual Information: Tedd W. Ward, Jr., Human Resources Representative, 521 Stratton Building, 401 S. Spring St., Springfield, 62706, 217.785.1540, Tedd.Ward@Illinois.Gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

4	Officials and Managers
22	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

21	Officials and Managers
75	Professionals
1	Technicians
0	Protective Service Workers
2	Para-Professionals
4	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

103

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

We are a small agency and are limited in our funding for items outside of basic needs and personnel expenses. Thus, we do not have a budget allocation for an African American Employment Program.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Currently, the agency is not underutilized in African American staff in any EEOC category. We would however, work with supervisors in an awareness effort concentrating on the underutilization of African Americans if there was an underutilization. The agency on the whole is made aware of those categories that are underutilized and there is a more concentrated effort in those counties where underutilization exists.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

4

How many Rutan certified interviewers in your agency are African-American?

5

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Lack of funding prohibits us from setting aside line items for such employment strategies.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

4, 0

How many employees were hired during FY 12 and how many of those were African American?

2, 0

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

Lack of funding prohibits us from setting aside line items for such employment strategies. However, employees are made aware of the State Upward Mobility Program.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

We have a hiring packet which includes the Hiring and Promotional Monitors located on our GAC intranet. It is easily accessible to the Supervisors. Upon beginning the hiring process they are reminded that they are to complete the Monitors as part of the hiring packet. The EEO Officer

and HR Director work closely with managers throughout the hiring process. Actual hire will not take place unless all appropriate documents are completed and signed.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Due to the size of the agency and lack of funding, we do not have much hiring opportunity. Additionally, we are not underutilized in any category by African Americans. Ultimately, we lack statistics to measure any results.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

No

Have you identified any barriers to achieving your goals? If so, please list:

- [x] N/A
- [ ] Skills and work history
- [ ] Attitudes and behaviors
- [ ] Health, wellness, disability
- [ ] Job search knowledge and skills
- [ ] Transportation and job location
- [ ] Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

N/A

2013 State African American Employment Plan Survey

Agency: Healthcare and Family Services

Submitted: 10/26/12 3:48 PM Certification: I Agree

Individual Information: Derrick Davis, Chief EEO/AA Officer, 401 South Clinton, 5th Floor, Chicago, IL 60607, (312) 793-4322, derrick.davis@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

28	Officials and Managers
210	Professionals
4	Technicians
0	Protective Service Workers
115	Para-Professionals
20	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

381	Officials and Managers
1,228	Professionals
45	Technicians
0	Protective Service Workers
386	Para-Professionals
145	Office and Clerical
2	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

2,187

As of June 30, 2012, provide the underutilization for African Americans by category:

1	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

We do not maintain budgeted funds established by race or national origin.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

We monitor all employment documents and reports within Selection & Recruitment & the Division of Personnel and further by the EEO/AA office staff. HFS/Personnel and EEO staff attend the Agency Personnel Managers training meetings and submit inquiries to DHR and the Plan Coordinator as needed.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

32

How many Rutan certified interviewers in your agency are African-American?

21

In how many Rutan interviews did African-American interviewers participate?

34

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

We attend job fairs where invited, particularly those which target and emphasize addressing/serving under-represented populations such as the African American community. We have reviewed the feasibility of local Graduate Intern Programs as a means of targeting minority interns. This year we specifically targeted the African American community for recruitment by posting vacancies to approximately 1,000 recruitment sources, including African American fraternities, sororities, professional and business organizations in additions to various nonprofit organizations with high concentrations of African American individuals.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

During FY '12, 310 employees vacated HFS due to retirement, termination and transfer (HFS had no layoffs during this period), of those 59 (19%) were African American.

How many employees were hired during FY 12 and how many of those were African American?

There were 123 employees hired in FY '12, of those 20 (16%) were African American.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

In FY '12, HFS' Training Center trained 1,427 employees in 263 sessions. These sessions support the HFS mission by promoting and reinforcing Customer Service Skills; Teamwork; Employment Involvement and Quality Workforce Performance. The Center provides training opportunities to all department employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

We monitor all employment documents and reports within Selection & Recruitment & the Division of Personnel and further by the EEO/AA office staff. HFS/Personnel and EEO staff attend the Agency Personnel Managers training meetings and submit inquiries to DHR and the Plan Coordinator as needed.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

We have received no recommendations from AAEP Advisory Council, DHR, CMS or the Auditor General .

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

	FY '11	FY '12	(Difference)
Officials/Administrators	34	28	- 6
Professionals	209	202	- 7
Technicians	4	4	-
Para/Prof	140	115	- 25
Office/Clerical	24	20	- 4
Service Maintenance	1	0	- 1

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

See question 18.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A
Skills and work history
Attitudes and behaviors
Health, wellness, disability
X Job search knowledge and skills
Transportation and job location
Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The application/grading process lag time has to be evaluated, in that too much time elapses between application and availability (receipt of actual grades). CMS should also organize and provide on-site testing and counseling and promote job fairs in regions where the need is greatest.

2013 State African American Employment Plan Survey

Agency: Historic Preservation

Submitted: 10/23/12 9:24 PM Certification: I Agree

Individual Information: Dawn DeFraties, Human Resources Director, 313 S. 6th Street; Springfield, IL 62701, (217) 785-7948, Dawn.DeFraties@Illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
2	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
1	Skilled Craft Workers
3	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

23	Officials and Managers
87	Professionals
3	Technicians
0	Protective Service Workers
19	Para-Professionals
8	Office and Clerical
8	Skilled Craft Workers
28	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

176

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Training, mandate reminders and open and active discussion.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

1

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Recruitment and internships

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

Of 33 separations, one (1) was African American.

How many employees were hired during FY 12 and how many of those were African American?

Of the eight (8) employees hired during FY12, none were African American.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

We offer employees the opportunity to attend a variety of training through various programs.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Training and open discussion

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

n/a

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

N/A

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

N/A

Have you identified any barriers to achieving your goals? If so, please list:

N/A
Skills and work history
Attitudes and behaviors
Health, wellness, disability
Job search knowledge and skills
Transportation and job location
X Other: Collective bargaining, veterans' preference, etc.

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Continue to actively recruit,

2013 State African American Employment Plan Survey

Agency: Human Rights Commission

Submitted: 10/4/12 4:23 PM Certification: I Agree

Individual Information: Dr. Ewa I. Ewa, CFO/Personnel Director, 100 W. Randolph #5-100, Chicago-Illinois 60601, 312-814-6281, ewa.ewa@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

3 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
2 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

3 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
2 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

21

As of June 30, 2012, provide the underutilization for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Training of staff and reinforcement of compliance to stated statuts.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

3

How many Rutan certified interviewers in your agency are African-American?

3

In how many Rutan interviews did African-American interviewers participate?

3

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Internships, recruitment, community linkages, and job fares.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

0

How many employees were hired during FY 12 and how many of those were African American?

0

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

0

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Staff training.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

To Comply with statuts

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

0

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

n/a

Have you identified any barriers to achieving your goals? If so, please list:

X N/A
Skills and work history
Attitudes and behaviors
Health, wellness, disability
Job search knowledge and skills
Transportation and job location
Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Provide financial resources for additional employment as needed.

2013 State African American Employment Plan Survey

Agency: Human Rights Department

Submitted: 11/1/12 3:50 PM Certification: I Agree

Individual Information: Bobbie Wanzo, Deputy Director, 100 W. Randolph Street, Suite 10-100, Chicago, Illinois 60601, 312-814-6245, Bobbie.Wanzo@Illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

9	Officials and Managers
28	Professionals
3	Technicians
0	Protective Service Workers
5	Para-Professionals
8	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

29	Officials and Managers
95	Professionals
3	Technicians
0	Protective Service Workers
6	Para-Professionals
14	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

139

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

The Department conducts education and outreach for African American employment as part of its education, training and outreach functions. There is not a separate budget allocation for an African American employment program outside of currently established recruiting efforts.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The IDHR's Chief Legal Counsel, Human Resource staff and IDHR EEO Officer, closely monitor the activities of the Department's staff responsible for hiring, interviewing, recruitment, etc., in complying with the legislative mandates required. All staff have been made aware of the Agency's efforts to ensure a diverse workforce. The Department's Institute for Training and Development continues to train IDHR staff and other public entities on Diversity Awareness.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

8

How many Rutan certified interviewers in your agency are African-American?

8

In how many Rutan interviews did African-American interviewers participate?

1

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

While there is a number of staff who participate, there is a staff person dedicated to community relations and outreach, and one of the duties with respect to outreach is minority diversity. In this capacity, the staff person works to identify potential candidates for employment with the Department of Human Rights. Specifically, this staff is responsible for the following: •Recruiting for specific positions; •Working with the Department's Human Resources staff to identify specific opportunities; •Establishing relationships with a broad coalition of recruitment resources such as colleges, universities, outside employers; and •Ensuring that individuals are aware of job vacancies. In an effort to recruit individuals to address the Department's EEO categories, the Department participates in a number of activities including: workshops, seminars, conferences, job fairs and partnerships with community organizations, etc., such as – 1.Partnership with the Illinois Department of Employment Security (IDES), Chicago Workforce Project, to recruit at job fairs; 2.Partnership with the CMS' Diversity Enrichment Program staff, in job fairs at colleges and universities, and other organizations, including: •Chicago State University's Career Fair •IIT Spring Career Fair 3.Partnership with the IDHS in the Annual ADA conference planning committee: •"Keeping the Promise of the ADA" Presentation on "Know Your Rights" Employment, Housing & Public Accommodations - Chicago •American with Disabilities Act 21st Anniversary - ADA - American Dreams in Action" – Springfield 4.Participated in job fairs, conferences, workshops, seminars, festivals, parades, health fairs, etc.- •African American & Hispanic Businesses at the Zhou B Art Center sponsored by Little Village Chamber of Commerce •Apostolic Pentecostal Church of Morgan Park "Career & Wellness Fair" •Apostolic Church of God "Smart Money" Seminar at 63rd Street •Attorney

General Lisa Madigan's Homeowners Seminar •32nd District Resource Fair in Marquette Park (Chicago) •Bellwood Public Library Job Fair •Black History Month Celebration (Chicago) •Black Wall Street District National Convention and Summit (Chicago) •CMS Business Diversity Summit at the Illinois Institute of Technology •CMS/IT Telecom Symposium at Governor's State University •Catalyst Career Group Job Fair (Tinley Park) •Center for New Horizons Hiring Fair (Chicago) •Chicago Public Schools Parent Action Fair •Chicago State University Career Development Center •Chicago Summit on Hate Crimes •City of Peoria Fair Housing Workshop •Congressman Danny Davis Annual State of the State •Consumer Action "Housing Discrimination Roundtable" •Cook County President's Office of Employment and Training Job Fair •Dearborn Realtist Group Meeting •Disability Pride Parade and outreach at Daley Plaza •DuPage Homeownership Center's Homebuyers Fair •Ethnic Notions: African-American Identity in a post-racial •Fair Housing trainings/Lakeside CDC & Lawyer's Committee for Better Housing •Fair Housing Division Open House sponsored by IDHR •Fair Housing Panel on Opportunity Mapping sponsored by IDHR & Chicago Area Fair Housing Alliance •Genesis Career Network Consultants Annual Spring Fair •Housing Authority of Cook County (HACC) Landlord Training –Mount Prospect •Housing Authority of Cook County (HACC) Landlord Training – Tinley Park •Housing Authority of Cook County (HACC) Landlord Training – Joliet •Housing Authority of Cook County (HACC) Landlord Training – South Holland •IDHR's Annual Fair Housing Celebration event in Springfield •Illinois Housing Development Authority Governor's Conference on Affordable Housing •Jesse Brown Veteran's Job Fair & Resources for Homelessness •Kennedy King College & Hull House 63rd Street Center for Working Families Job Fair •"Know Your Rights" Workshop sponsored by Ald. Joe Moore 49th Ward •New Vision of Faith Ministries Annual Health and Resource Fair •Parent Development Conference and Health Fair at Doolittle West School (Chicago) •Resource Fair - Promoting Mental Wellness and Resiliency in the African American Community •Proviso-Leyden Community Council Outreach (Maywood) •Rainbow PUSH Coalition Career Expo •Rockford Housing Authority Fair Housing Event (Rockford) •Senator Kimberly A. Lightford's 1st Annual "Man to Man Expo" •South Shore Chamber of Commerce 3rd Annual Sidewalk Sale and Universal Jazz Alley "Know Your Neighborhood, Know Your Community" •South Suburban Centers' 2012 "Fair Housing Achievement Awards" •TEAM IL/Faith Based Organizations Health Fair – St. Mary's Church (Aurora) •Tuskegee Airman Presentation by Beverly Dunjill, sponsored by IDHR •U.S. Department of Labor Office of Federal Contract Compliance Programs (OFCCP) •United African Organization - 6th Annual Chicago Summit on African Immigrant & Refugee Rights •IDES and Veteran's Career Fair at Daley College •Veterans Administration - ONE TEAM Chicago Press conference •Village of Romeoville Veterans' Job Fair 5.Participated in TEAM ILLINOIS Strategic Planning Committee meetings for State of Illinois outreach to the Aurora community;

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

Total Vacated - 11 African Americans - 5

How many employees were hired during FY 12 and how many of those were African American?

Total Hired - 1 African Americans - 1

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

1)The IDHR Human Resource staff meet regularly with the IDHR Director to review the Department's staffing pattern and strategy for hiring African American employees. 2)IDHR encourages its African American employees to participate in the Illinois Association of Minorities

in Government (IAMG), which provides educational and professional development of African American state employees. Each year IAMG hosts an annual State of the State Minorities Conference, which provides employee training, enrichment and information sharing among attendees. 3)The Department's staff also assists employees to match their skills with available promotional opportunities in the Department and the State.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

1.All staff responsible for interviewing, recruiting, etc., have been advised that no appointment will be made without strict adherence to the hiring and promotion monitor procedure. 2.All staff responsible for interviewing, recruiting, etc., must work closely with the IDHR EEO/AA Officer and Human Resource Office to ensure that they have the appropriate information on the Department's underutilization. 3.The Director or Director's designee is responsible for reviewing each hiring and promotion monitor.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The Department staff continues to work closely with CMS' Bureau of Personnel on the hiring and promotion monitoring process, diversity programs and recruitment efforts. IDHR staff continues to work with CMS to ensure that they (CMS) do not process a hire or promotion unless the hiring or promotion monitor has been completed and submitted with the hire or promotion transaction.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The Illinois Department of Human Rights is excited to report that we currently do not have underutilization of African American employees in any of the EEO categories. Although, there is always an opportunity to improve, the Department proudly reports that as of June 30, 2012, 38.1% of its (actual) headcount was African American.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

The level decreased by less than 1/2%. There is no underutilization in any of the EEO categories.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Department continues to review its positions; the need of its customers and the quality of its outreach efforts to ensure that all communities have the same access to services provided by the Department. Another element of the Department's efforts focused on redesigning the Department's website.

2013 State African American Employment Plan Survey

Agency: Human Services

Submitted: 10/26/12 5:53 PM Certification: I Agree

Individual Information: Scott Viniard, Acting Bureau Chief, 100 S. Grand Ave. East, 3rd Floor, Springfield, IL 62762, 217/557-9264, Scott.Viniard@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

211	Officials and Managers
1,650	Professionals
1,904	Technicians
42	Protective Service Workers
140	Para-Professionals
286	Office and Clerical
0	Skilled Craft Workers
214	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

874	Officials and Managers
5,341	Professionals
4,307	Technicians
138	Protective Service Workers
471	Para-Professionals
898	Office and Clerical
0	Skilled Craft Workers
845	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

12,874

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
1	Protective Service Workers
14	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
6	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

IDHS has a centralized Recruitment and Selection Unit reponsible for all hiring. Hiring staff use EEO Monitors and Underutilization Summaries. Additionally, IDHS, through its Recruitment, Hiring and Discipline Committee conducts monthly meetings to discuss and monitor all legislative mandate of the African American Employment Plan.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

214

How many Rutan certified interviewers in your agency are African-American?

144

In how many Rutan interviews did African-American interviewers participate?

35

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Monthly Recruitment, Hiring and Discipline Committee meetings are held and our Division of Community and Family Services does a lot of community work. The Recruitment Unit has developed a Recruitment Database which includes many African American organizations. Communications are sent specifically to African American organizations, community groups and partnerships, including e-blasts to the above mentioned groups.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

Total: 1,460 African Americans: 404

How many employees were hired during FY 12 and how many of those were African American?

Total: 1,240 African Americans: 339

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

IDHS employees, 96% being union employees, are allowed and encouraged to participate in the Upward Mobility Program which is a joint venture between the State of Illinois and the American Federation of State County and Municipal Employees Collective Bargaining Unit. Also, IDHS employees are allowed and encouraged to participate in a variety of career enhancement programs offered by the Bureau of Training and Development.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Hiring and Promotion Monitors are reviewed by the Chief Equal Employment and Affirmative Action Officer for IDHS to ensure they are consistent with IDHS' and IDHR's policies, goals and directives.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

FY11 total African American underutilization = 40 FY12 total African American underutilization = 22 FY13 total African American underutilization = 22 * * same as FY12 even though the number of staff decreased

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Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

FY11 total African American underutilization = 40 FY12 total African American underutilization = 22 FY13 total African American underutilization = 22 * * same as FY12 even though the number of staff decreased

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Have you identified any barriers to achieving your goals? If so, please list:

N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Law - Ricci v. DiStefano case

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Strategic / targeted recruitment in the community including establishing more partnerships in the community. The Recruitment, Hiring and Discipline Committee, Division liaisons and Executive Staff members will continue to provide suggestions/recommendations for increasing the number of African Americans employed by IDHS to the Bureau of Recruitment and Selection, Office of Human Resources.

2013 State African American Employment Plan Survey

Agency: Illinois Commerce Commission

Submitted: 10/11/12 2:06 PM Certification: I Agree

Individual Information: Leigh Ann Myers, Human Resources Manager, 527 E. Capitol Ave., Springfield, IL 62701, 217-785-1407, lmyers@icc.illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
14	Professionals
1	Technicians
1	Protective Service Workers
3	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

44	Officials and Managers
179	Professionals
4	Technicians
7	Protective Service Workers
12	Para-Professionals
3	Office and Clerical
1	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

250

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

There is no specific budget allocation for African American Employment. The money used to fund these positions is part of the Illinois Commerce Commission's overall budget allocation.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

All recruitment, interviewing, and hiring is done with the assistance of the Human Resources Office, which is where the EEO Officer is located. This allows us the opportunity to make sure that filling our vacant positions comply with all mandates.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

1

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

When we have a vacancy, it is posted on the ICC, Work 4 Illinois, and Illinois Skills Match websites. It is also sent to the Illinois Association of Minorities in Government, and they post the position on their website. We will also be working with the new Diversity Enrichment Program staff. Though we haven't yet had an occasion to work with them, we anticipate similar services: resumes of prospective minority candidates. We also have received assistance from Rep. LaShawn K. Ford, who published our vacancies in a jobs bulletin. In years where we have more vacancies, we have often attended minority-orientated career fairs—especially at the University of Illinois. Other contacts, vary by position but are typically minority student organizations related to the specific type of vacancy involved—engineering, accounting, economics, etc.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

18; 1

How many employees were hired during FY 12 and how many of those were African American?

6; 1

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

The ICC publicizes free training programs offered by CMS and other state agencies. Employees that are part of the AFSCME bargaining Unit can participate in the state's Upward Mobility program, an option previously unavailable to our employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

All Hiring and Promotion monitors are completed by the appropriate Human Resource staff member at the completion of the interview process.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The Illinois Commerce Commission has always exceeded the EEO/AA guidelines set forth by the IDHR.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The Commission is committed to hiring diverse employees in all EEOC categories.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

Yes; during the past year, the Illinois Commerce Commission lost one Official/Administrator African American, but gained one African American Professional.

Have you identified any barriers to achieving your goals? If so, please list:

N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Due to budget constraints, we are not sure we will be doing much hiring this year.

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Due to budget constraints, we are not sure we will be doing much hiring this year.

2013 State African American Employment Plan Survey

Agency: Insurance

Submitted: 10/30/12 9:01 PM Certification: I Agree

Individual Information: Hilary Segura, Chief of Staff, 100 W. Randolph St., Suite 9-301, 312-814-5425, hilary.segura@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

8	Officials and Managers
11	Professionals
3	Technicians
0	Protective Service Workers
2	Para-Professionals
2	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

84	Officials and Managers
106	Professionals
37	Technicians
0	Protective Service Workers
9	Para-Professionals
11	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

247

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Agency primarily uses CMS/Shard Services for these matters. However, the EEO Officer works to keep positive dialogue open on the issue of underutilization and /under-representation of various minority and ethnic groups in keeping with the Agency's responsibilities and the law.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

4

How many Rutan certified interviewers in your agency are African-American?

1

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

The Agency primarily uses CMS/Shared Services for hiring and other personnel related functions.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

27 departures; 1 was African American

How many employees were hired during FY 12 and how many of those were African American?

16 hires; 1 was African American

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

Staff is generally allowed to take State-sponsored courses and quality, free programs in their local area to increase skills.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

CMS/Shared Services handles these duties. The EEO Officer does review Monitors before signing.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

No additional studies have been performed by DOI, outside of the EEO/AA Reports on file with the Department of Human Rights and the required reports filed with CMS

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

The Department currently employees 26 individuals under the African-Americans category, the same as in the previous year.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Department is restricted by the use of Shared Services. However, it is key for the entire Executive Staff to understand the importance and advantages of having a diverse workforce. (Education and communication are key.) Of course, the development of a positive, work environment where equity and advancement is the expectation is also crucial.

2013 State African American Employment Plan Survey

Agency: Investment Board

Submitted: 10/17/12 4:15 PM Certification: I Agree

Individual Information: Katherine A. Spinato, Deputy Executive Director, 180 N. LaSalle Street, Suite 2015, Chicago, IL 60601, 312.793.5711, katherine.spinato@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

2 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

6 Officials and Managers
4 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

11

As of June 30, 2012, provide the underutilization for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

ISBI has 11 positions and turnover is minimal. When vacancies occur, all staff is aware of and complies with all legislative mandates. The hiring officer is also the EEO.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

2

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

1 position was filled during fy 2012. Minimal opportunity.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

1 African American - Retirement. 1 total.

How many employees were hired during FY 12 and how many of those were African American?

1 new position/hire. 0 African American.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

Opportunity unavailable.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Yes, minimal opportunity. Oversight on hiring by EEO.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

None.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

No.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

None.

2013 State African American Employment Plan Survey

Agency: Juvenile Justice

Submitted: 10/18/12 1:58 PM Certification: I Agree

Individual Information: Christina Austin, Human Resources Administrator, 707 N 15th St, Springfield IL 62702, 217-557-1030, christina.austin@doc.illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

9	Officials and Managers
339	Professionals
2	Technicians
0	Protective Service Workers
5	Para-Professionals
8	Office and Clerical
2	Skilled Craft Workers
21	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

42	Officials and Managers
988	Professionals
23	Technicians
0	Protective Service Workers
28	Para-Professionals
21	Office and Clerical
34	Skilled Craft Workers
74	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,210

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
3	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

N/A

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Recruiters participate in job fairs and recruitment activities that target African Americans which are sponsored by educational institutions, organizations and governmental entities. Recruiters are also trained to focus on underutilization in targeted areas.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

9

How many Rutan certified interviewers in your agency are African-American?

13

In how many Rutan interviews did African-American interviewers participate?

32

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Employment strategies include attending African American conferences, recruitment fairs and providing IDJJ's Affirmative Action Plane for the state African American Employment Plan.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

131; 35

How many employees were hired during FY 12 and how many of those were African American?

80; 33

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

Staff opportunites for promotion exist within negotiated Contractual Filling of Vacancies language. The Upward Mobility Program is also available and encouraged within the DJJ for career advancement.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

With each recommendation for hire, promotion or transfer across geographic regions or job category, a Hiring or Promotional Monitor is submitted and approved by the agency EEO Officer prior to any commitments being made to fill the position.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

To continue to hire and promote African Americans to reach parity in the underutiblized categories.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Based on our underutilization numbers, a focus was made during the hiring of juvenile justice specialist interns to target African American candidates.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

For FY12, DJJ reached parity.

Have you identified any barriers to achieving your goals? If so, please list:

N/A
Skills and work history
Attitudes and behaviors
Health, wellness, disability
Job search knowledge and skills
Transportation and job location
X Other: Only 1 Intern class held during FY12.

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Continue to maintain parity through education and recruitment.

2013 State African American Employment Plan Survey

Agency: Labor Department

Submitted: 10/22/12 6:30 PM Certification: I Agree

Individual Information: Michelle Woods, Human Resources & Labor Relations Director, 900 South Spring Street, Springfield, IL 62704, 217/782-3049, michelle.woods@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

2	Officials and Managers
5	Professionals
4	Technicians
0	Protective Service Workers
5	Para-Professionals
2	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

13	Officials and Managers
28	Professionals
24	Technicians
0	Protective Service Workers
10	Para-Professionals
7	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

97

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

no

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Staff has been sent to training offered by CMS to ensure compliance.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

1

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

DOL's position are filled by contract language as around 96% of DOL positions are covered by AFSCME

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

04/02/2012

How many employees were hired during FY 12 and how many of those were African American?

05/01/2012

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

none

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

yes

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

none

Provide results of your agency’s studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

DOL hires diverse candidates when possible

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

no

Have you identified any barriers to achieving your goals? If so, please list:

N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Contract language required by AFSCME agreement

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

DOL will continue to strive in hiring diverse candidates when possible

2013 State African American Employment Plan Survey

Agency: Labor Relations Board

Submitted: 10/30/12 4:24 PM Certification: I Agree

Individual Information: Carla Stone, Personnel Manager, 160 N LaSalle Street, S-400, Chicago, 60601, 312/793-6426, carla.stone@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

2	Officials and Managers
17	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

18

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Staff is updated by the personnel manager via memos from CMS. The personnel manager reminds hiring staff of the AAEP whenever there is an opportunity to hire.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

When recruiting for a professional position (licensed attorney) the personnel manager post the vacancy with African American legal associations

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Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

Three of which one was an African-American female

How many employees were hired during FY 12 and how many of those were African American?

Two hires none of whom were African-American.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

N/A

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Yes

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

We have for the last 20 years employed an African American in our professional category. By posting with various African American groups such as the African American Bar Association we are able to meet our goal of employing African Americans in our professional category.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

One African-American in the professional category retired.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A
Skills and work history
Attitudes and behaviors
Health, wellness, disability
Job search knowledge and skills
Transportation and job location
Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

We hope to continue to post our attorney vacancies with the African-American Bar Association.

2013 State African American Employment Plan Survey

Agency: Labor Relations Board - Educational

Submitted: 10/26/12 7:00 PM Certification: I Agree

Individual Information: Renee Strickland, Personnel Director, 160 North LaSalle St., Suite N-400, Chicago, IL 60601, 312/793-3170, renee.strickland@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

1 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

5 Officials and Managers
5 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
2 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

12

As of June 30, 2012, provide the underutilization for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No. Not at this time.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

EEOC Officer, Personnel Director and Executive Staff are all aware of the mandates of the plan.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

1

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Agency staff will work with the Diversity Enrichment Program staff to post information regarding any employement opportunities that may be available at the Agency.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

1 employee - individual was not African American

How many employees were hired during FY 12 and how many of those were African American?

1 employee - individual was not African American

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

None at this time. Will discuss possible programs/plans for the coming years.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

EEOC Officer, Personnel Director and Executive Director monitor compliance.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

No studies have been conducted.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

No.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Continue to work with the Diversity Enrichment Program staff to post information regarding employment opportunities.

2013 State African American Employment Plan Survey

Agency: Law Enforcement Training and Standards Board

Submitted: 10/26/12 2:16 PM Certification: I Agree

Individual Information: Patrick Hampton, Private Secretary 11, 4500 South Sixth Street Road, Springfield, IL 62703, 217-557-8738, Patrick.Hampton@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

6	Officials and Managers
7	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
3	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

17

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No, the Board does not allocate a budget separate from the general budget for African American Employment because the Board is fully utilized and at parity.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Board utilizes the hiring and promotion monitor provided by DHR. The Board is proactive and follows legislative mandates. All administrative staff responsible for hiring, interviewing, recruitment, and the EEO are aware of and comply with all the legislative mandates of the African American Employment Plan.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

The Board will continue to make a concerted effort to recruit and employ individuals who will allow the agency to continue to meet the EEO guidelines while filling current vacancies. These positions are usually filled from the open competitive list and veterans have absolute preference.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

The Board had three employees vacate the agency in FY2012, and one of these employees was African American.

How many employees were hired during FY 12 and how many of those were African American?

The Board hired two employees during FY12 and neither of them were African American.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

The Board's African American employees are members of AFSCME and have the opportunity to participate in the Upward Mobility Program.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Board reviews the Hiring and Promotion Monitors to assure all of the mandates are met.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The Board is fully utilized. African American Employment Program recommendations were not made.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The Illinois Law Enforcement Training and Standards Board has achieved parity or zero underutilization in every EEO category. The Board continues to make a concerted effort to recruit and employ individuals who will allow the agency to continue to meet the EEO guidelines while filling currect vacancies. These positions are usually filled from the open competitive list and veterans have absolute preference.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

The Board lost one African American employee in FY2012.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

None.

2013 State African American Employment Plan Survey

Agency: Medical District Commission

Submitted: 10/11/12 4:55 PM Certification: I Agree

Individual Information: Mark S. Jamil, Chief Legal Counsel, 2100 W. Harrison Street, Chicago IL 60612-3706, (312) 738-5831, mjamil@medicaldistrict.org

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

1 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
1 Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

10

As of June 30, 2012, provide the underutilization for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

The Illinois Medical District Commission does not receive a State of Illinois General Revenue Fund appropriation. As such, there is no separate budget allocation.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Not Applicable.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Not Applicable.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

1 0

How many employees were hired during FY 12 and how many of those were African American?

2 0

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

Not Applicable

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Not Applicable.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

Not Applicable.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Not Applicable.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

Not Applicable.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Not Applicable.

2013 State African American Employment Plan Survey

Agency: Military Affairs

Submitted: 10/23/12 6:32 PM Certification: I Agree

Individual Information: Ruth Moenck, Human Resources Representative, 1301 N. MacArthur Blvd, Springfield, IL 62702, 217-761-3633, ruth.moenck@us.armry.mil

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
2	Professionals
1	Technicians
3	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
13	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

5	Officials and Managers
49	Professionals
10	Technicians
53	Protective Service Workers
2	Para-Professionals
6	Office and Clerical
9	Skilled Craft Workers
92	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

226

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No budget allocation

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

DHR Training and internal monitoring for management and staff of State Personnel Office and EEO Training, as applicable for Federal employees through IL National Guard Human Resources Office and State Personnel Office monitoring of procedures.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

2

How many Rutan certified interviewers in your agency are African-American?

2

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Plan to meet with CMS Diversity Enrichment Program Director

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

36 Total Employees 1 African American

How many employees were hired during FY 12 and how many of those were African American?

18 New Hires 1 Reinstatements 3 African Americans

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

African-American employees are afforded the opportunity to participate in the Upward Mobility Program through the State of IL.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Asst EEO/AA Officer completes the appropriate Hiring or Promotion Monitor form which is forwarded to selecting official(s) prior to any interviews being conducted. Asst EEO/AA Officer then ensures all forms are completed thoroughly and accurately and are signed by the Director and EEO/AA Officer prior to any offer of employment.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None to date

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The Agency does not directly serve the public and does not employ a large enough workforce to have a dedicated African-American recruitment office. Therefore, the Agency does not routinely conduct studies on those hires, however success in hiring African-American employees is monitored in the course of compiling quarterly and annual Affirmative Action reports for DHR.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

No changes

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

No suggestions at this time.

2013 State African American Employment Plan Survey

Agency: Natural Resources

Submitted: 10/16/12 2:50 PM Certification: I Agree

Individual Information: Gloria Williams, Equal Employment Officer/Ethics Officer, One Natural Resources Way Springfield IL 62702, 217-782-2662, gloria.williams@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

4	Officials and Managers
7	Professionals
0	Technicians
4	Protective Service Workers
2	Para-Professionals
2	Office and Clerical
1	Skilled Craft Workers
4	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

25	Officials and Managers
55	Professionals
7	Technicians
8	Protective Service Workers
5	Para-Professionals
2	Office and Clerical
0	Skilled Craft Workers
27	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,022

As of June 30, 2012, provide the underutilization for African Americans by category:

4	Officials and Managers
9	Professionals
1	Technicians
12	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
7	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

DNR executive staff and human resources professionals have been made aware of the African American Employment Plan and are briefed on underutilization on a monthly basis. Additionally, the IDNR is committed to recruitment and networking activities conducive to identifying, hiring and promoting qualified African Americans.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

5

How many Rutan certified interviewers in your agency are African-American?

2

In how many Rutan interviews did African-American interviewers participate?

5

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

The IDNR cultivates good relationships with professional minority organizations such as the National Association for the Advancement of Colored People (NAACP), Illinois Association of Minorities in Government (IAMG), as well as various African American Legislators. The IDNR also developed and implemented the Urban Collegiate Conservation Internship Program. August 2012 marked the second successful session in the Chicago area for college students who are members of urban populations. The Director has also established a Workforce Diversity Taskforce for the development and implementation of best practices conducive to building and retaining a diverse workforce.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

93 total separations, 3 were African American.

How many employees were hired during FY 12 and how many of those were African American?

23 New Hires, 1 African American Male.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

IDNR encourages all employees to participate in its Technical Computer Training Program, Upward Mobility Program, as well as conferences and seminars which contribute to the training, education, and promotional needs of its African American employees. We consistently encourage attendance and active participation in training programs specifically designed for African American

employees, such as annual training conference of the Illinois Association of Minorities in Government (IAMG) and other professional development programs.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The IDNR EEO Officer reviews all hiring and promotion monitors prior to submittal to the Director for signature. IDNR hiring operatives are held accountable to ensure that protective classes receive appropriate opportunities to gain employment at IDNR.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

DHR has recommended that the Agency address underutilization. The Agency Minority goal compliance showed improvement in the FY 2012 fourth quarter.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The Office of Compliance, EEO and Ethics works closely with the Division of Human Resources to build a diverse workforce through closely monitoring the recruitment, hiring, promotion and retention of African American employees in the relevant EEOC categories where the agency is underutilized. The department will continue to identify well qualified African Americans through the recruitment process; and will fill vacancies accordingly as opportunities arise.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

In the previous year, the IDNR had 26 African American employees, as of June 30, 2012 there are 24 African American employees. This is largely due to attrition.

Have you identified any barriers to achieving your goals? If so, please list:

	N/A
X	Skills and work history
X	Attitudes and behaviors
	Health, wellness, disability
	Job search knowledge and skills
X	Transportation and job location
X	Other: Many DNR positions require specialized education and experience. Individuals with the appropriate education are often deemed unqualifed because of their lack of work experience in the field, licensure, and veterans preference Often when candidates receive the necessary education and the required level of experience,

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Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Agency needs and increased budget allocation to fill our vacancies.

2013 State African American Employment Plan Survey

Agency: Office of Executive Inspector General

Submitted: 10/31/12 2:45 PM Certification: I Agree

Individual Information: Wendy Washington, Director of Human Resources, 32 W. Randolph, Suite 1900, Chicago, IL 60601, 312-814-5716, wendy.washington@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

2	Officials and Managers
3	Professionals
4	Technicians
0	Protective Service Workers
1	Para-Professionals
6	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

9	Officials and Managers
24	Professionals
29	Technicians
0	Protective Service Workers
4	Para-Professionals
12	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

65

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

N/A - The OEIG is an exempt non-code agency. In response to numbers 10 and 11, the OEIG does not conduct Rutan interviews.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

5

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

N/A - The OEIG is an exempt non-code agency. However, the OEIG strives for and has a diverse workforce.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

A total of fourteen employees vacated the agency during FY 12. A total of five of the employees were African American.

How many employees were hired during FY 12 and how many of those were African American?

A total of eighteen employees were hired during FY 12. A total of three of the employees were African American.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

N/A - The OEIG is an exempt non-code agency. However, the OEIG strives for and has a diverse workforce.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

All Hiring and Promotion Monitor forms are approved and signed by the EEO/AA Officer and the Executive Inspector General

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Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

N/A - The OEIG is an exempt non-code agency. However, the OEIG strives for and has a diverse workforce.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

N/A - The OEIG is an exempt non-code agency. However, the OEIG strives for and has a diverse workforce.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

N/A - The OEIG is an exempt non-code agency. However, the OEIG strives for and has a diverse workforce.

2013 State African American Employment Plan Survey

Agency: Pollution Control Board

Submitted: 10/30/12 4:23 PM Certification: I Agree

Individual Information: Kathy Griffin, Fiscal Officer, 1021 N. Grand Ave., East Springfield, IL 62702, 217-524-8512, griffink@ipcb.state.il.us

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

13	Officials and Managers
7	Professionals
0	Technicians
0	Protective Service Workers
3	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

23

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

IPCB has no budget allocations for programs. IPCB reaches out to all available resources to recruit when a vacancy occurs and permission has been granted to hire by GOMB and the Governor's Office.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

All administrative staff and management are aware when there are areas within the Board that are underutilized. Qualified candidates are sought to fill those vacancies when they occur.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

IPCB seeks qualified candidates through job postings, applications, and resumes. Resources from IDHR are also utilized when there is an underutilization to resolve.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

FY12 = 3; None of these were African American

How many employees were hired during FY 12 and how many of those were African American?

FY12 = 3; None of these were African American

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

IPCB encourages self enrichment classes provided by DHS. The Board does not have the funding to allow any expenditures for other outside training at this time

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How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

IPCB Human Resources is in compliance with the mandatory Hiring and Promotion Monitor.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

IPCB is in full compliance with DHR requirements regarding EEO. The Board has no audit findings regarding this.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

IPCB has no underutilization in the African American category. When a vacancy occurs, qualified candidates will be sought and all available resources to recruit minorities will be utilized.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

IPCB has no underutilization in this area.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Authorization to hire in positions where the Board has vacancies would greatly enhance our ability to seek qualified African Americans for these positions.

2013 State African American Employment Plan Survey

Agency: Prisoner Review Board

Submitted: 10/15/12 3:56 PM Certification: I Agree

Individual Information: Nikki Damhoff, Chief Personnel Officer/Administrative Officer, 319 E. Madison, Suite A, Springfield, IL 62701, 217-782-4087, Nichole.Damhoff@Illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

1 Officials and Managers
2 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

3 Officials and Managers
4 Professionals
0 Technicians
0 Protective Service Workers
7 Para-Professionals
4 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

18

As of June 30, 2012, provide the underutilization for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Participating in the EEO training, keeping up to date on rules and regulations and attending Personnel Manager's monthly meetings for latest updates

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How many African-Americans serve in senior or mid-level management and executive positions within your agency?

2

How many Rutan certified interviewers in your agency are African-American?

1

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Attending job fairs with the local Universities and creating of minority positions

---

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

0

How many employees were hired during FY 12 and how many of those were African American?

0

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

Upward Mobility, computer training and self development courses offered by Central Management or other state agencies.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Proper training and classes offered by CMS

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

N/A

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

N/A

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

To continue to increase the African American employees in position within our agency as budget constraints allow for our agency

2013 State African American Employment Plan Survey

Agency: Property Tax Appeal Board

Submitted: 10/29/12 8:22 PM Certification: I Agree

Individual Information: Becky Hesse, Fiscal Officer, 402 Stratton Building, Springfield, IL, 217/557-0122, becky.hesse@gmail.com

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

5	Officials and Managers
15	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
2	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

5	Officials and Managers
17	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
10	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

23

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

N/A

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

All Managers are provided with a copy of the agency's Affirmative Action Plan.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

N/A

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

1

How many employees were hired during FY 12 and how many of those were African American?

6, none were African American

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

African American employee was provided with training at through the Illinois Property Assessment Institute and Department of Revenue to obttain Certified Illinois Assessment Officer designation. Employee was also trained internally by PTAB Administrative Law Judges in both the Des Plaines and Springfield offices.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

This monitor is part of our hiring package to be prepared when filling vacancies -- CMS will not accept a new employee packet without this form.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

N/A

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

Decrease -- employee was let go during probation period.

Have you identified any barriers to achieving your goals? If so, please list:

	N/A
X	Skills and work history
	Attitudes and behaviors
	Health, wellness, disability
	Job search knowledge and skills
X	Transportation and job location
	Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Notify qualified African American candidates of job opportunities at PTAB.

2013 State African American Employment Plan Survey

Agency: Public Health

Submitted: 10/31/12 9:31 PM Certification: I Agree

Individual Information: Robin A. Tucker-Smith, EEO/AA Officer, 122 S. Michigan Avenue, #2009, (312) 814-1041, robin.tucker@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

41	Officials and Managers
86	Professionals
7	Technicians
0	Protective Service Workers
6	Para-Professionals
9	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

310	Officials and Managers
578	Professionals
29	Technicians
0	Protective Service Workers
48	Para-Professionals
80	Office and Clerical
0	Skilled Craft Workers
9	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,054

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
7	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No Projects are funded through the IDPH Center for MInority Health and the Office of Human Resources budget allocation.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The EEO Officer, Office of Human Resources, Community Health Manager and Center for MInority Health provide information to Director's Senior Staff regarding mandates. Senior Staff is responsible for disseminating compliance documentation. Additionally, the EEO Officer approves all hires and promotion monitor forms prior to the hiring decision.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

134

How many Rutan certified interviewers in your agency are African-American?

18

In how many Rutan interviews did African-American interviewers participate?

25

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Participation in job and health fairs marketed to African Americans.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

114 employees vacated the agency; 8 were African American.

How many employees were hired during FY 12 and how many of those were African American?

70 hires in FY12; 11 were African American

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

We encourage eligible staff to meet with CMS Upward Mobility Counselors annually to discuss career advancement and goals.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Our Human Resources Office guides hiring managers and other appropriate staff to ensure compliance.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The CMS Diversity Enrichment Program has provided viable candidates and assistance in our recruiment of minorities. DHR consistently provides guidance, support and suggestions on our underutilization issues.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

FY11 - Officials/Managers - 39, Professionals - 87, Techs - 7, Paraprofessionals - 6, Office/Clerical - 12, Service/Maintenance - 1 FY12 - Officials/Managers - 41, Professionals - 87, Techs - 7, Paraprofessionals - 6, Office/Clerical - 9, Service Maintenance - 1

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

Officials/Managers increased by 2 Professionals decreased by 1 Techs, Paraprofessionals and Service/Maintenance remained the same Office/Clerical decreased by 3

Have you identified any barriers to achieving your goals? If so, please list:

- [ ] N/A
- [ ] Skills and work history
- [x] Attitudes and behaviors
- [ ] Health, wellness, disability
- [ ] Job search knowledge and skills
- [ ] Transportation and job location
- [x] Other: Eliminating the Upward Mobility Program may affect our ability to promote minorities from within.

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

PLEASE OFFER RUTAN COURSES AND REFRESHER COURSES IN THE CHICAGO AREA!

2013 State African American Employment Plan Survey

Agency: Racing Board

Submitted: 10/3/12 4:13 PM Certification: I Agree

Individual Information: Madonna Wallace, State Director of Licensing, JTRC 100 W. Randolph Suite 7-700, 312-814-5072, madonna.wallace@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
2	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

7	Officials and Managers
14	Professionals
0	Technicians
0	Protective Service Workers
2	Para-Professionals
8	Office and Clerical
17	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

48

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Beginning July 1, 2009, the Racing Board works directly with CMS and A&R shared services, meeting monthly with shared services personnel to discuss personnel-related and other matters of importance to the Board. Shared Services will be guiding the Board in all hiring, interviewing and recruitment matters as described in the DOR African American Employment plan.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

There is no specific structure outside the normal CMS programs and process geared exclusively toward African American employees.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

Retirement: 5 African American: 0

How many employees were hired during FY 12 and how many of those were African American?

Hires: 4 African American: 0

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

There is no specific structure outside the normal CMS programs and process geared exclusively toward African American employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

By utilizing Shared Services for hiring and staffing, the Board expects to receive any appropriate training and guidance on Hiring and Promotion Monitor requirements.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

There have not been any recommendations to date.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

No studies have yet been performed.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

No African Americans applied.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Department of Revenue would like to encourage their membership to get their names on the CMS eligible list.

2013 State African American Employment Plan Survey

Agency: Revenue

Submitted: 10/29/12 7:59 PM Certification: I Agree

Individual Information: Ruby Taylor, Equal Employment Opportunity Officer, 101 West Jefferson, Mail-Code 3-380, Springfield, Illinois 62702, 217-524-9210, Ruby.Taylor@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

16	Officials and Managers
122	Professionals
29	Technicians
0	Protective Service Workers
22	Para-Professionals
20	Office and Clerical
0	Skilled Craft Workers
3	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

174	Officials and Managers
991	Professionals
148	Technicians
15	Protective Service Workers
76	Para-Professionals
120	Office and Clerical
9	Skilled Craft Workers
7	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,605

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
1	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

There are no specific allocations for African American Employment Programs.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Department of Revenue's hiring, interviewing, and recruitment efforts are undertaken by the Administrative and Regulatory Shared Services Center. The A&R Shared Services Center staff and the EEO officer are- Rutan Certified and- mandated to follow all applicable State of Illinois Personnel Code rules and regulations. The Shared Services staff attends the state personnel meetings so they can stay abreast of the lastest changes in the rules and reguations. In addition, there are several levels of management involved in the hiring and recruitment efforts.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

16

How many Rutan certified interviewers in your agency are African-American?

10

In how many Rutan interviews did African-American interviewers participate?

100

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

The Department has particpated in the following activities/strategies in an effort to increase minority hiring. -Created a job notification distribution list, which includes several minority organizations across the state. -Conducted and participated in several hiring seminars including, presentations to the Illinois Association of Minorities in Government , Illinois Association of Hispanic State Employees, and the Interagency Committee on Employees with Disabilities. -Recruited and hired six minority interns. Recruited and hired a Hispanic employee for the Shared Services Interview and Selection Unit.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

During fiscal year 2012, 476 employees separated employment with the Department. Of the 476 employees, 62 were African Americans. Of the 62 African Americans four were student interns.

How many employees were hired during FY 12 and how many of those were African American?

During fiscal year 2012, the Department hired 92 employees. Of the 92 employees, 20 were African Americans.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

The Department of Revenue has been involved in the following promotional programs which may

serve as a career ladder enhancement, self development training and or otherwise enhance the Department's ability to meet the needs of African American employees. -Upward Mobility for AFSCME employees. -AST Internship Program through the University of Illinois at Springfield. -Notification of job openings via the distribution list. -CMS sponsored trainings/seminars are posted/distributed to all employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Interview and Selection staff is not eligible to participate in the hiring process until they become Rutan Certified and complete the internal reviews regarding the completion of the hiring and promotion monitors. Like all other agencies, the Department complies with both internal and external checks and balances. (CMS Bureau of Personnel requires an attached document detailing all transcations. CMS will not process the hire/promotion without the documents.) The Department's EEO Officer, who is also Rutan certified, as well as the director and or his designee, reviews, and signs off on each monitor.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The Department of Human Rights recommended that Revenue develop a distribution list of people and organizations to send job vacanies notices to. The Department developed a comphrensive list and continues to make notification to the persons/organizations as job opening occur.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

During fiscal year 2012, the Department's total workforce consisted of 13.72 percent of African Amercians, an increase of almost one (1) percentage point.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

During fiscal year 2012, there were a total of 13.72% Africian Americans in Revenue's total workforce. During fiscal year 2011, there was a total of 12.77% of African Americans in the workforce.

Have you identified any barriers to achieving your goals? If so, please list:

- X N/A
- Skills and work history
- Attitudes and behaviors
- Health, wellness, disability
- Job search knowledge and skills
- Transportation and job location
- X Other: The Department of Revenue is at paritiy in all EEOC categories.

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The Department will continue to participate in hiring seminars and distibute job vacany list to the numerous personnel and organizations. In addition, Shared Services will continue to invite all minority candiates to interviews especailly in area that have previously been under utilized.

2013 State African American Employment Plan Survey

Agency: Sentencing Policy Advisory Council

Submitted: 10/24/12 4:23 PM Certification: I Agree

Individual Information: Kathryn Saltmarsh, Executive Director, 401 S. Spring, Stratton Bldg Room 704, Springfield 62706, 217-558-4749, kathy.saltmarsh@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

1 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

2 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

2

As of June 30, 2012, provide the underutilization for African Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

In FY12 we were supported through DOC and ICJIA therefore we had no specific budget allocation for this purpose.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Administrative support is provided by Public Safety Shared Services. The ED is soley responsible for hiring and depneds on the expertise of the shared services HR staff to ensure compliance with all employment related mandates, including those of the AAEP.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Due to funding limitations there has been no hiring other than the Senior Policy Advisor who is African-American.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

0

How many employees were hired during FY 12 and how many of those were African American?

1 and 1

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

Due to the nature of this agency's work, we do not deal directly with the public. The Senior Policy Advisor has gone to the annual conference of the National Association of Sentencing Commissions and a seminar on evidence-based sentencing.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

N/A -- there has been no hiring activity since the Senior Policy Advisor position was filled.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

There has been no monitoring or hiring other than the senior policy advisor position which is currently held by an African-American.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

NO

Have you identified any barriers to achieving your goals? If so, please list:

X N/A
Skills and work history
Attitudes and behaviors
Health, wellness, disability
Job search knowledge and skills
Transportation and job location
Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

I have none.

2013 State African American Employment Plan Survey

Agency: State Fire Marshal

Submitted: 10/25/12 6:21 PM Certification: I Agree

Individual Information: Janet M. Patterson, Executive II, 1035 Stevenson Dr., Springfield, IL 62703-4259, 217/785-4717, janet.patterson@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

1	Officials and Managers
2	Professionals
1	Technicians
2	Protective Service Workers
1	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

1	Officials and Managers
10	Professionals
1	Technicians
4	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

131

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
1	Professionals
2	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Human Resource functions are handled by the Public Service Shared Service Center. Executive Staff and EEO Officer are aware of the agency's underutilized categories.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

1

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Human Resource functions are handled by the Public Service Shared Service Center. Executive Staff and EEO Officer are aware of the agency's underutilized categories. The agency posts all vacancies on the work4illinois.gov and Employment Security websites, notifies State of Illinois EEO Officers, agency employees, and all Legislators throughout the state of Illinois. Employment opportunities are available on our website with a link to work4illinois.gov.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

There were 17 employees that vacated the Office of the State Fire Marshal's Office due to retirement, layoff, termination and transfer during FY12; this includes 0 African Americans.

How many employees were hired during FY 12 and how many of those were African American?

There were12 employees hired at the Office of the State Fire Marshal's Office during FY 12; this includes 1 African American.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

Upward Mobility (AFSCME) and Tuition Reimbursement (pending union negotiations) programs are available to employees.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The Agency EEO Officer works with the Public Safety Shared Service Center to ensure Hiring and Promotion Monitors are completed as required.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

N/A

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

The agency has not completed any studies during this reporting period.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

This year we increased the number of African Americans employed by our agency by 1; this job title is in the Officials and Managers EEOC category.

Have you identified any barriers to achieving your goals? If so, please list:

	N/A
X	Skills and work history
	Attitudes and behaviors
	Health, wellness, disability
	Job search knowledge and skills
	Transportation and job location
	Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

The agency continues to use the same hiring and promotion tools listed in our AA Plan. The agency posts all vacancies on the work4illinois.gov and Employment Security websites, notifies State of Illinois EEO Officers, agency employees, and all Legislators throughtout the state of Illinois. Employment opportunities are available on our website with a link to work4illinois.gov.

2013 State African American Employment Plan Survey

Agency: State Police

Submitted: 10/31/12 8:02 PM Certification: I Agree

Individual Information: Lieutenant JoAnn Gumz, Chief EEO Officer, 801 S 7th Street, Suite 100-S, Springfield IL 62703, 217-782-1282, Joann_Gumz@isp.state.il.us

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

13	Officials and Managers
41	Professionals
32	Technicians
152	Protective Service Workers
21	Para-Professionals
19	Office and Clerical
0	Skilled Craft Workers
3	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

187	Officials and Managers
575	Professionals
349	Technicians
1,480	Protective Service Workers
113	Para-Professionals
209	Office and Clerical
8	Skilled Craft Workers
25	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

2,946

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
21	Professionals
7	Technicians
38	Protective Service Workers
1	Para-Professionals
4	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

During FY12, the Illinois State Police did not have any budget allocations for African American Employment Programs. However, the Illinois State Police Recruitment Section did attend 47 Recruitment Events during this time frame in an effort to identify and target African American candidates.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Illinois State Police Recruitment Section, the EEO Office and Legal Office provided updates and training for administrative staff regarding hiring, interviewing, recruitment and EEO throughout FY12. Additionally, all hiring decisions must be approved by the EEO Office and Director's Office prior to any action being taken.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

78

How many Rutan certified interviewers in your agency are African-American?

18

In how many Rutan interviews did African-American interviewers participate?

21

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

The Illinois State Police Recruitment Section attended 47 career fairs during FY12. During this same time frame, approximately 60 college students participated in Internships with the Illinois State Police. Additionally, the Illinois State Police attended and participated in the Bud Billiken Parade, the Alderman Danny Davis Back to School Parade and the 14th Annual Chicago Football Classic, all in Chicago. Illinois State Police Officers also participated in the Association of Black Law Enforcement Officers (ABLE) Annual Scholarship Fundraiser event in an effort to strengthen community linkage for African American candidates.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

During FY12, there were 300 employees who vacated employment with the Illinois State Police, and 25 of those employees were African American.

How many employees were hired during FY 12 and how many of those were African American?

During FY12, there were 112 employees hired by the Illinois State Police, and 7 of those employees were African American.

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

During FY12, the Illinois State Police initiated statewide training “Understanding Allegations of Biased Based Policing” for all sworn officers. This training is to educate our officers on how to better meet the needs of the citizens we serve. Additionally the Illinois State Police has Leadership/Development Training and a Mentoring Program program available for employees. Civilian employees were afforded opportunities to participate in LEAN Management and Real Colors training. Sworn employees were offered possibilities of attending Command Schools such as the Northwestern University School of Police Staff and Command, Northwestern University School of Police Supervision of Police Personnel, FBI National Academy, and Illinois Law Enforcement Standards Board Policing in the 21st Century Training.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Each work unit within the Illinois State Police must contact the EEO Office for assistance when they are completing Hiring and Promotion Monitors. Additionally, each Hiring and Promotion Monitor is reviewed and approved by the EEO Office and the Director’s Office prior to action being taken.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

The Illinois State Police consistently strives to attract, recruit, hire and promote minority employees. We submit an annual plan to the Illinois Department of Human Rights, which contains goals for recruitment, retention and promotion of qualified minorities for sworn and civilian positions. The Illinois State Police's Director's Staff recently met with the AAEP Advisory Council and committed to collaborating with them to enhance our minority recruitment strategies.

Provide results of your agency’s studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

During FY12, there were 72 opportunities to hire/promote minorities in underutilized categories, and 6 (8 percent) of those addressed underutilization.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

In FY12, there were 61 more opportunities to hire/promote in underutilized categories than in FY11.

Have you identified any barriers to achieving your goals? If so, please list:

N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

X Other: Lack of funding which affects personnel available and funding to attend recruitment events

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Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

During the recent meeting with the AAEP Advisory Council, new strategies were discussed for outreach to minority college students preparing to enter the workforce. The Illinois State Police will be implementing some new strategies geared in this direction during FY13.

2013 State African American Employment Plan Survey

Agency: State Retirement Systems

Submitted: 10/15/12 8:57 PM Certification: I Agree

Individual Information: Kelley Gray, Human Resource Specialist, 2101 S. Veterans Parkway, Springfield, IL 62704, 217-785-7017, Kelley.Gray@SRS.Illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

22	Officials and Managers
51	Professionals
10	Technicians
0	Protective Service Workers
6	Para-Professionals
15	Office and Clerical
1	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

93

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Agency staff responsible for hiring, interviewing, recruitment and EEO attend a monthly staff meeting in which these topics are routinely discussed so that all responsible staff are aware of any updates and the the importance of compliance.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

0

How many Rutan certified interviewers in your agency are African-American?

0

In how many Rutan interviews did African-American interviewers participate?

0

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

SERS is awre of websites and organizations (Urban League, Illinois Associate of Minorities in Govermnent, Rainbow PUSH Coalition, National Black Chamber of Commerce) to utilize when posting job vacancies, college and university recruitment, and the ability to post vacancies at the Department of Employment Security and Department of Labor.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

9 employees vacated the agency, 0 were African American

How many employees were hired during FY 12 and how many of those were African American?

7 employees hired, 0 African Americans

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

None

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

These monitors are completed for each new hire/promotion and reviewed by the Human Resource Manager to ensure compliance.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

No studies have been administered. SERS employs approximately 90 - 95 staff at any given time and the numbers are easily monitored by Human Resources.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

None

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

SERS will utilize the employment strategies listed above when given the opportunity.

2013 State African American Employment Plan Survey

Agency: Transportation

Submitted: 10/31/12 1:49 PM Certification: I Agree

Individual Information: Erwin L. Acox, Jr., Acting Chief, Diversity Recruitment and Outreach, Office of The Secretary, 100 West Randolph, Suite 6-600, Chicago, Illinois 60601, 312-859-5041, erwin.acox@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

78	Officials and Managers
194	Professionals
77	Technicians
0	Protective Service Workers
33	Para-Professionals
4	Office and Clerical
4	Skilled Craft Workers
146	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

1,019	Officials and Managers
1,506	Professionals
623	Technicians
0	Protective Service Workers
229	Para-Professionals
60	Office and Clerical
70	Skilled Craft Workers
1,884	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

5,448

As of June 30, 2012, provide the underutilization for African Americans by category:

4	Officials and Managers
0	Professionals
4	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
36	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

No. There is a budgeted amount for all underutilized categories. FY12 budget allocation was $860,000.00.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

All hiring staff have been made aware of the importance of diversifying IDOT's Rutan interview panels. Developed an internal Engineer Technician Recruitment Taskforce of management staff to oversee components of recruitment outreach for the Engineer Technician position. Continuing the partnership with the Illinois Tollway, for the first Diversity Symposium. The purpose is to reach out to diverse community organizations that are advocates for underutilized persons seeking employment. These organizations participated in a discussion with IDOT and the Tollway to determine the best way to connect with the clients they serve and to understand actual or perceived barriers to employment. This group will collaborate with IDOT and the Tollway on ways to address those barriers. IDOT's multi-year Strategic Plan indicates a high priority will be given to the recruitment of qualified, diverse employees. The Diversity Recruitment and Outreach Office was created to implement various methods in recruiting individuals from under-represented groups using various mechanisms. Although several job classifications will be recruited, special emphasis will be placed on increasing the diversity in the Civil Engineer Trainee, Engineer Technician, and Highway Maintainer applicant pools. Several members of the Diversity Recruitment and Outreach staff are RUTAN interview trained and some participating on interview panels.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

19

How many Rutan certified interviewers in your agency are African-American?

97

In how many Rutan interviews did African-American interviewers participate?

58

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

Outreach programs have been developed to reach the underutilized population to increase the awareness of civil engineering as a career. a)Diversity in Engineering College Scholarship Program b)Engineering Academy for Elementary and High School students c)Chicago Public School District Annual Job Shadow Day, Career Day and Summer Internship Program The Office of Diversity Recruitment and Outreach attends college engineering and community career fairs as staffing permits In partnership with College of Lake County and Joliet Junior College launched a revised Engineer Technician training program. The revised program was developed with the assistance of IDOT engineers. This semester-long classroom and experiential educational opportunity is to help increase the qualified applicant pool for IDOT entry level Engineer Technicians. Created and launched a Minority Outreach website showing current diversity programs and providing opportunities to join the IDOT Professional and Academic

Network Alliance. The network provides updates of position postings, career fairs, and outreach efforts to a statewide database of interested individuals, community organizations, and elected officials. Individuals from multiple regions (statewide) represent business owners, NAACP, ministers, and other catalysts to reach underutilized populations with employment and training opportunities. Developed an external Recruitment Taskforce of community partners and stakeholders to review barriers in recruitment and hiring, perceived or actual that will bring suggested solutions to IDOT to help overcome those identified barriers. Informational sessions given routinely at local community colleges (i.e. Olive Harvey, Prairie State, etc.) to provide necessary information on application procedures for the Highway Maintainer permanent position and application information for the IDOT temporary Highway Maintainer "Snowbird" position. Partnerships through the above listed outreach efforts, committees, and projects with Illinois Department of Employment Security (IDES), Illinois Department of Veterans' Affairs (IDVA), Secretary of State (SOS), Central Management Services (CMS) and the Illinois Department of Commerce and Economic Opportunity (DECO).

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

546 FTP separations, 36 were African American

How many employees were hired during FY 12 and how many of those were African American?

477 FTP hires, 73 were African American

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

The newly established career services unit in the bureau of personnel management provides an avenue for career advising for employees. It also standardizes the on boarding process so that new employees feel more welcome from the moment that they walk through the door. We also have several other internal programs: Professional Advancement of Career Engineers (PACE), a leadership development training for IDOT engineers at level II or III. Accelerated Leadership Proficiency Series (ALPS), a program to develop and improve managerial skills and organizational knowledge for first line supervisors and staff that have significant program responsibilities. Executive Leadership Development Series (ELDS), a program designed to enhance management skills of midlevel personnel to prepare for increased administrative challenges. The Growth and Training of Employees (GATE) program provides courses that develop skills to increase employee competence. Participants learn how to work in diverse groups, improve productivity, increase communication skills, and understand IDOT Departmental policies and regulations. GATE courses such as communicating through colors, effective interviewing, etc., are directed at both personal growth and leadership techniques. GATE training establishes a more professional work environment, improves productivity, and is IDOT-relevant to ensure that our work force projects a more professional public image.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

A hiring and promotion monitor is completed on all hires and promotions, indicating the EEO job category and classifications of the position and whether the category is currently underutilizing any of the affirmative action groups which have designated numerical goals and timetables. Hiring and promotion monitors are be maintained in a confidential file with the Bureau Chief of Civil Rights.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

Notification of Job Vacancies The Office of Diversity Recruitment and Outreach (DRO) has added all employment plan council members, community partners and other stakeholders to DRO's Professional Network. The Professional Network is a database of contacts and community partners who regularly receive job posting notifications from DRO. Diversifying Rutan Interview Panels: IDOT identified minority employees who can become Rutan certified. IDOT Bureau of Personnel Management continues to work with CMS on enrolling them in Interview and Selection Training.

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Total African American Employees FY '09: 408 (FTP) FY '10: 421 Total - Representing 8.3% of the total employed (FTP) FY '11:496 Representing 9.48% of the total employed (FTP) FY '12: 536 Representing 10.33% of the total employed (FTP)

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

New Hires FY '09: 27 - Total African American Employees (FTP) New Hires FY '10: 32 -Total African American Employees (FTP) New Hires FY '11: 92 -Total African American Employees (FTP) New Hires FY'12: 73 -Total African American Employees (FTP)

Have you identified any barriers to achieving your goals? If so, please list:

N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

X Job search knowledge and skills

Transportation and job location

X Other: Some candidates declined hiring offers

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Identify and implement steps to increase internal programs geared toward retention and advancement of current African American employees. Actively maintain relationships with career services offices at Historically Black Colleges and Universities (HBCUs) that offer ABET accredited degree programs in Civil Engineering. Continue to diversify each RUTAN interview teams to Include someone from an underrepresented group on each. Partner with community colleges and organizations to offer interview skills training geared toward the RUTAN interview process. Partner with community colleges and community organizations to review industry trends and needs for additional professional training and certifications. Partner with community organizations on career fairs in geographical areas with high numbers of African Americans. Offer CDL training in geographic areas with high percentages of African Americans. CDL is required for Highway Maintainer and Snowbirds with IDOT. Offer a specific number of Summer Internships for African American students that major in Civil Engineering in their junior academic year at Illinois accredited schools with linkage to an IDOT employment interview upon graduation and meeting all hiring criteria. Review other professional, managerial, and administrative positions that have been identified as underutilized by Affirmative Action. Develop a recruitment strategy around those positions where turnover is expected. Market and advertise the Highway Maintainer position through diverse radio broadcasting and newspapers. Partner with schools and community colleges that have high enrollment of African Americans to have recurring

information sessions on careers at IDOT.

2013 State African American Employment Plan Survey

Agency: Veterans Affairs

Submitted: 10/18/12 12:36 PM Certification: I Agree

Individual Information: Mary Keen, EEO Officer, 833 S. Spring Street, Springfield, IL 62794, 217/557-5667, mary.keen@illinois.gov

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As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

4	Officials and Managers
19	Professionals
31	Technicians
6	Protective Service Workers
92	Para-Professionals
3	Office and Clerical
0	Skilled Craft Workers
18	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

51	Officials and Managers
242	Professionals
195	Technicians
21	Protective Service Workers
472	Para-Professionals
50	Office and Clerical
24	Skilled Craft Workers
205	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,260

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
13	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

IDVA employs a full time EEO Officer who, among other duties, is tasked to address the underutilization of African Americans by developing relationships with African American organizations and promoting the vacancy opportunities that exist within the Agency.

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

Managers and Human Resource personnel are aware of the need for a diverse work force. Recruitment is done specifically for this population. Employees who are involved in the hiring process are Rutan trained, and barring the lack of candidates who have Union or Veteran rights to positions, the underutilization of African Americans is addressed. The use of the Hiring Monitor is closely reviewed by the EEO Officer to determine that underutilization has been addressed when there is opportunity.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

23

How many Rutan certified interviewers in your agency are African-American?

7

In how many Rutan interviews did African-American interviewers participate?

20

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

The Department has been involved in job fairs located in predominately African American communities. The Department requested a waiver of vendor fees for the Illinois Association of Minorities in Government in order to attend this convention, but this was not granted. Local colleges have been contacted and made aware of the need for African American employees at IDVA.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

Total = 107 African Americans = 13

How many employees were hired during FY 12 and how many of those were African American?

Total hired = 195 African Americans = 22

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your African American public and your African American employees:

None

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

Hiring Monitors are reviewed by EEO Officer prior to hire date; final approval given by Director prior to hire date. Continuous contact and training with Human Resources staff.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

Provide results of your agency's studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Region 8 is underutilized by by 10 African American paraprofessionals. Region 11 is underutilized by 3 African American paraprofessionals.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

Region 8 was underutilized by 13 African American paraprofessionals last fiscal year; this year has seen a decrease. Region 11 was not underutilized in FY 12, but is this year by three African American paraprofessionals.

Have you identified any barriers to achieving your goals? If so, please list:

N/A
Skills and work history
Attitudes and behaviors
Health, wellness, disability
Job search knowledge and skills
X Transportation and job location
Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

Continue to seek out traditional and non-traditional recruitment sources in order to attract African American candidates.

2013 State African American Employment Plan Survey

Agency: Workers Compensation Commission

Submitted: 10/10/12 4:23 PM Certification: I Agree

Individual Information: ALMA MAXEY, E E O OFFICER, 100 W. RANDOLPH #267 CHICAGO, IL. 60601, 312-814-6632, ALMA.MAXEY@ILLINOIS.GOV

As of June 30, 2012, provide the number of African Americans employed within each of the following EEOC categories:

9	Officials and Managers
17	Professionals
2	Technicians
0	Protective Service Workers
2	Para-Professionals
19	Office and Clerical
0	Skilled Craft Workers
1	Service-Maintenance

As of June 30, 2012, provide the number of funded positions within each of the following EEOC categories:

28	Officials and Managers
71	Professionals
3	Technicians
0	Protective Service Workers
5	Para-Professionals
54	Office and Clerical
0	Skilled Craft Workers
2	Service-Maintenance

As of June 30, 2012, provide total number of agency employees on board; include full-time, part-time and LOA's:

163

As of June 30, 2012, provide the underutilization for African Americans by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 12 budget allocation for these programs:

NO

What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the African American Employment Plan?

The Administrative and Human Resources are notified of the agency's catergoric underutilization issues quarterly via quarterly reports and the Affirmative Action Plan.

How many African-Americans serve in senior or mid-level management and executive positions within your agency?

2

How many Rutan certified interviewers in your agency are African-American?

7

In how many Rutan interviews did African-American interviewers participate?

1

List all agency activities undertaken in implementing the State African American Employment Plan:

African American employment strategies (recruitment, internships, community linkages, development of a African American Employment Recruitment Plan):

IWCC is currently compliant, so there are no strategies or plan in place at this time.

Provide the overall number of employees that vacated your agency due: to retirement, layoff, termination and transfer during FY 12; how many of those were African American?

35 8

How many employees were hired during FY 12 and how many of those were African American?

25 5

Promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance your agency’s ability to meet the needs of your African American public and your African American employees:

Upward Mobility and tuition re-imburement.

How has your agency ensured that all appropriate staff are complying with the mandatory Hiring and Promotion Monitor requirements:

The monitors are required and submitted for all coded positions to CMS. They are also viewed quarterly by IDHR to verify transactions.

Recommendations provided by AAEP Advisory Council, DHR, CMS or the Auditor General:

None

Provide results of your agency’s studies and monitoring success concerning the number of African American persons employed by your agency in the EEOC categories:

Maintaining compliance.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

Although only 5 of the 8 African American vacancies were replaced, IWCC is still compliant.

Have you identified any barriers to achieving your goals? If so, please list:

X N/A

Skills and work history

Attitudes and behaviors

Health, wellness, disability

Job search knowledge and skills

Transportation and job location

Other:

Please provide any suggestions/recommendations for increasing the number of African Americans employed by your agency.

None

Appendix 4

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department on Aging

Director: John K. Holton, Ph.D. **EEO/AA Officer:** Sara Han

Agency Workforce: 131 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

Agency at parity for all affirmative action groups.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Agriculture

Acting Director: Bob Flider **EEO/AA Officer:** Brent Eggleston

Agency Workforce: 391 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 16 African Americans, 1 Hispanic and 44 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 16 African Americans, 1 Hispanic and 44 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there was 1 opportunity that addressed this goal.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 16 African Americans, 1 Hispanic and 43 Females. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there was 1 opportunity that did not address this goal.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 16 African Americans, 1 Hispanic and 43 Females. For minorities, during the quarter, there were 3 opportunities and 1 or 33% (1 Hispanic) addressed these goals. For Females, there was 1 opportunity that addressed this goal

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 16 African Americans, 1 Hispanic and 44 Females For minorities, during the year, there were 4 opportunities and 1 or 25% (1 Hispanic) addressed these goals. For Females, there were 3 opportunities and 2 or 67% the addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address minority and female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Arts Council

Acting Executive Director: Rhoda A. Pierce **EEO/AA Officer:** Romie Muñoz

Agency Workforce: 15 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

Agency at parity for all affirmative action groups.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Capital Development Board

Executive Director: Jim Underwood **EEO/AA Officer:** Heather Humphrey

Agency Workforce: 119 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 2 African Americans and 19 Females. For minorities, there were no opportunities to address this goal. For Females, there was 1 opportunity that addressed this goal. The agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 2 African Americans and 18 Females. For minorities, there were no opportunities to address this goal. For Females, there was 1 opportunity that addressed this goal.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 2 African Americans and 17 Females. For minorities, there were no opportunities to address this goal. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12*)

As of 4/1/12 agency underutilization was 2 African Americans and 17 Females. For minorities there were no opportunities to address this goal. For Females, there was 1 opportunity that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 2 African Americans and 19 Females. For minorities, during the year there were no opportunities to address this goal. For Females, there were 3 opportunities and 2 or 67% addressed this goal. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*Too few opportunities to address the minority and female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Central Management Services

Acting Director: Malcolm Weems **EEO/AA Officer:** Fred V. Stewart, II

Agency Workforce: 1,567 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 8 African Americans, 8 Hispanics, 38 Females. For minorities, during this quarter, there were 7 opportunities and 2 or 29% (1 African American and 1 Hispanic) addressed these goals. For Females, there was 1 opportunity that did no address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 7 African Americans, 7 Hispanics, and 38 Females. For minorities, during this quarter, there were three opportunities and 2 or 67% (1African American and 1 Hispanic) addressed these goals. For Females, there were 3 opportunities and 1 or 33% addressed this goal.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 6 African Americans, 6 Hispanics, and 37 Females. For minorities, during this quarter, there were 3 opportunities that did not address these goals. For Females, there were 10 opportunities and 7 or 70% addressed this goal.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 6 African Americans, 6 Hispanics, and 30 Females. For minorities, during this quarter, there were 3 opportunities that did not address these goals. For Females, there was 1 opportunity that addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 8 African Americans, 8 Hispanics, and 38 Females. For minorities, during the year, there were 16 opportunities and 4 or 25% (2 African Americans and 2 Hispanics) addressed these goals. For Females, there were 15 opportunities and 9 or 60% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Children and Family Services

Acting Director: Richard Calicia **EEO/AA Officer:** Debra Dyer

Agency Workforce: 2,827 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 5 African Americans,11 Hispanics, 2 Females, and 42 Asians . For minorities, during this quarter, there were 27 opportunities and 7 or 26% (1 African American, 2 Hispanics and 4 Asians) addressed these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 4 African Americans, 9 Hispanics, 2 Females, and 38 Asians. For minorities, during this quarter, there were 12 opportunities and 3 or 25% (3 Asians) addressed these goals. For Females, there were no opportunities to address this goal.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 4 African Americans, 9 Hispanics, 2 Females, and 35 Asians. For minorities, during this quarter, there were 6 opportunities and 1 or 17% (1 Asian) addressed these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 4 African Americans, 9 Hispanics, 2 Females, and 34 Asians. For minorities, during this quarter, there were 8 opportunities and 1 or 13% (1 Asian) addressed these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 5 African Americans,11 Hispanics, 2 Females, and 42 Asians. For minorities, during the year, there were 53 opportunities and 12 or 23% (1 African American, 2 Hispanics and 9 Asians) addressed these goals. For Females, during the year, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the female goal.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Civil Service Commission

Executive Director: Daniel Stralka **EEO/AA Officer:** Andrew Barris

Agency Workforce: 4 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Commerce and Economic Opportunity

Acting Director: David Vaught **EEO/AA Officer:** Victoria Dawn Benn

Agency Workforce: 391 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 2 African Americans, 1 Hispanic, 1 Female and 3 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 2 African Americans, 1 Hispanic, 1 Female and 3 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For Females, there were no opportunities to address this goal.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 2 African Americans, 1 Hispanic, 1 Female and 3 Asians. For minorities, during this quarter, there was 1 opportunity, and 1 or 100% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 1 African American, 1 Hispanic, 1 Female and 3 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 2 African Americans, 1 Hispanic, 1 Female and 3 Asians. For minorities, during the year, there were 3 opportunities, 1 or 33% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*The agency had too few opportunities to address the minority goals to consider for affirmative action evaluation and no opportunities to address female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Commerce Commission

Acting Executive Director: Randy Nehrt **EEO/AA Officer:** Leigh Ann Myers

Agency Workforce: 250 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 3 African Americans, 1 Hispanic, 17 Females and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there was 1 opportunity that did not address this goal. This agency is underutililized by 3 people with disabilities.

SECOND THROUGH THIRD QUARTERS (*10/1/11* THROUGH 3*/31/12*)

As of 10/1/11, agency underutilization was 3 African American, 1 Hispanic, 17 Females and 1 Asian. During these quarters, there were no opportunities to address minority or female goals. This agency is underutilized by 3 people with disabilities.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 3 African Americans, 1 Hispanic, 17 Females, and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did no address this goal. For Females, there was 1 opportunity that did not address this goal. This agency is underutililized by 3 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 3 African Americans, 1 Hispanic, 17 Females and 1 Asian. For minorities, during the year, there were 2 opportunities that did not address these goals. For Females, there were 2 opportunities that did not address this goal. This agency is underutililized by 3 people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Corrections

Director: Salvador Godinez **EEO/AA Officer:** Vickie Fair

Agency Workforce: 11,232 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 53 African Americans, 62 Hispanics, 1,041 Females, 43 Asians and 3 Native Americans. For minorities, during this quarter, there were 4 opportunities that did not address these goals. For Females, there were 3 opportunities and 3 or 100% addressed this goal. This agency is underutilized by 222 people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 53 African Americans, 62 Hispanics, 1,038 Females, 43 Asians and 3 Native Americans. For minorities, during this quarter, there were 10 opportunities and 1 or 10% (1 Asian) addressed these goals. For Females, there were 6 opportunities and 1 or 17% addressed this goal. This agency is underutililized by 222 people with disabilities.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 53 African Americans, 62 Hispanics, 1,037 Females, 42 Asians and 3 Native Americans. For minorities, during this quarter, there were 34 opportunities and 9 or 26% (5 African Americans, 2 Hispanics and 2 Asians) addressed these goals. For Females, there were 87 opportunities and 40 or 46% addressed this goal. This agency is underutililized by 222 people with disabilities.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 48 African Americans, 60 Hispanics, 997 Females, 40 Asians and 3 Native Americans. For minorities, during this quarter, there were 15 opportunities and 3 or 20% (1 Hispanic and 2 Asians) addressed these goals. For Females, there were 80 opportunities and 16 or 20% addressed this goal. This agency is underutililized by 220 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 53 African Americans, 62 Hispanics, 1,041 Females, 43 Asians and 3 Native Americans. For minorities, during the year, there were 63 opportunities and 13 or 21% (5 African Americans, 3 Hispanics and 5 Asians) addressed these goals. For Females, there were 176 opportunities and 60 or 34% addressed this goal. This agency is underutililized by 220 people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*The agency did not meet the minimum compliance criteria for females (37%) due to the fact that there are few females in the applicant pool. Furthermore, when reviewing the female and male hiring data both are hired at a comparable rate. The agency continued to make a good faith effort recruiting females.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Council on Developmental Disabilities

Executive Director: Sheila Romano **EEO/AA Officer:** Janinna Hendricks

Agency Workforce: 8 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Criminal Justice Information Authority

Executive Director: Jack Cutrone **EEO/AA Officer:** Edith Feliciano

Agency Workforce: 60 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

Agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Deaf and Hard of Hearing Commission

Director: John Miller **EEO/AA Officer:** Tonia Bogener

Agency Workforce: 7 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Educational Labor Relations Board

Chairman: Lynne Sered **EEO/AA Officer:** Eileen Brennan

Agency Workforce: 12 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*****This agency was not required to calculate utilization because it has less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Emergency Management Agency

Director: Jonathan E. Monken **EEO/AA Officer:** Kevin Moore

Agency Workforce: 212 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 1 African American, 1 Hispanic and 9 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there was 1 opportunity that addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 1 African American, 1 Hispanic and 8 Females. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there were 4 opportunities, 2 or 50% addressed this goal.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 1 African American, 1 Hispanic and 6 Females. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 1 Hispanic and 6 Females. For minorities, during this quarter, there were no opportunities to address this goal. For females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 1 African American, 1 Hispanic and 9 Females. For minorities, during the year, there were 2 opportunities and 1 or 50% (1 African American) addressed these goals. For Females, there were 5 opportunities and 3 or 60% addressed these goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Employment Security

Director: Jay R. Rowell **EEO/AA Officer:** Carlos Charneco

Agency Workforce: 1,533 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 1 African American, 2 Hispanics, 6 Females and 1 Asian. For minorities, during this quarter, there was one opportunity that did not address these goals. For Females, there were no opportunitiies to address this goal. This agency is at parity for people with disabilities.

SECOND THROUGH THIRD QUARTERS (*10/1/11* THROUGH *3/31/12*)

As of 10/1/11, agency underutilization was 1 African American, 2 Hispanics, 6 Females and 1 Asian. For minorities, during these quarters, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 1 African American, 2 Hispanics, 6 Females and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 1 African American, 2 Hispanics, 6 Females and 1 Asian. For minorities, during the year, there were 2 opportunities that did not address these goals. For Females, there were no opportunities that addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goals and no opportunities to address the female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Environmental Protection Agency

Interim Director: John J. Kim **EEO/AA Officer:** Jill Johnson

Agency Workforce: 844 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginng of FY12 was 11 African Americans, 3 Hispanics, 99 Females and 1 Asian. For minorities, during this quarter, there were 4 opportunities and 1 or 25% (1 Hispanic) addressed these goals. For Females, there were 3 opportunities and 1 or 33% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 11 African Americans, 2 Hispanics, 98 Females and 1 Asian. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 10 African Americans, 2 Hispanics, 98 Females and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 10 African Americans, 2 Hispanics, 98 Females and 1 Asian. For minorities, during this quarter, there were 4 opportunities and 1 or 25% (1 African American) addressed these goals. For Females, there were 4 opportunities and 1 or 25% addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginng of FY12 was 11 African Americans, 3 Hispanics, 99 Females and 1 Asian. For minorities, during the year, there were 9 opportunities and 3 or 33% (2 African Americans and 1 Hispanic) addressed these goals. For Females, there were too few opportunities to address this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Financial and Professional Regulation

Acting Secretary: Manny Flores **EEO/AA Officer:** Vivian Toliver

Agency Workforce: 461 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 2 African Americans, 11 Hispanics, 9 Females and 7 Asians. For minorities, during this quarter, there were 34 opportunities that did not address these goals. For Females, there were 2 opportunities and 2 or 100% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 2 African Americans, 11 Hispanics, 7 Females and 7 Asians. For minorities, during this quarter, there were 9 opportunities and 2 or 22% (2 Hispanics) addressed these goals. For Females, there were no opportunities to address this goal.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 2 African Americans, 9 Hispanics, 7 Females and 7 Asians. For minorities, during this quarter, there were 7 opportunities and 2 or 29% (1 African American and 1 Hispanic) address these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 1 African American, 8 Hispanics, 7 Females and 7 Asians. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 2 African Americans, 11 Hispanics, 9 Females and 7 Asians. For minorities, during the year, there were 19 opportunities and 4 or 21% (1 African American and 3 Hispanics) addressed these goals. For Females, there were 2 opportunities and 2 or 100% addressed this goal. This agency at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the female goal.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Office of the State Fire Marshal

Fire Marshal: Larry Matkaitis **EEO/AA Officer:** Jodi Schrage

Agency Workforce: 121 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 5 African Americans, 1 Hispanic and 10 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there was 1 opportunity that addressed this goal. This agency is at parity for people with disabilities.

SECOND THROUGH THIRD QUARTERS (*10/1/11* THROUGH *12/31/12*)

As of 10/1/12, agency underutilization was 5 African Americans, 1 Hispanic and 9 Females. During these quarters there were no opportunities to address the minority and female goals.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 5 African Americans, 1 Hispanic and 9 Females. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there was 1 opportunity that addressed this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 5 African Americans, 1 Hispanic and 10 Females. For minorities, during the year, there were no opportunities to address these goals. For Females, there were 2 opportunities and 2 or 100% addressed these goals. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goals and too few opportunities to address the female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Gaming Board

Administrator: Mark Ostrowski **EEO/AA Officer:** Karen Weathers

Agency Workforce: 142 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 1 Hispanic, 10 Females and 1 Asian. For minorities, during this quarter, there was 1 opportunity that did not address these goals. For Females, there was 1 opportunity that addressed this goal. This agency is underutililized by 1 person with a disability.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 1 Hispanic, 9 Females and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal. This agency is underutililized by 1 person with a disability.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 1 Hispanic, 9 Females and 1 Asian. For minorities, during this quarter, there were 4 opportunities that did not address these goals. For Females, there were 4 opportunities and 4 or 100% addressed this goal. This agency is underutililized by 1 person with a disability.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 1 Hispanic, 5 Females, and 1 Asian. For minorities, during this quarter, there were 3 opportunities and 1 or 33% (1 Asian) addressed these goals. For Females during this quarter, there were 4 opportunities that did not address this goal. This agency is underutililized by 1 person with a disability.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 1 Hispanic, 10 Females and 1 Asian. For minorities, during the year, there were 8 opportunities and 1 or 13% (1 Asian) addressed these goals. For Females, there were 9 opportunities and 5 or 56% addressed these goals. This agency is underutililized by 1 person with a disability.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address minority goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Guardianship and Advocacy Commission

Director: Dr. Mary L. Milano **EEO/AA Officer:** Tedd Ward, Jr.

Agency Workforce: 104 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (*7/1/11* THROUGH *6/30/12*)

Agency underutilization for the beginning of FY12 was 1 Asian. For minorities, there were no opportunities to address this goal. This agency is at parity for Females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*No opportunities to address the minority goal.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Healthcare & Family Services

Director: Julie Hamos **EEO/AA Officer:** Derrick Davis

Agency Workforce: 2,082 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 4 African Americans, 7 Hispanics, 1 Female and 7 Asians. For minorities, during this quarter, there were 3 opportunities that did not addressd these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 4 African Americans, 7 Hispanics, 1 Female and 7 Asians. For minorities, during this quarter, there were 8 opportunities and 1 or 13% (1 African American) addressed these goals. For Females, there was 1 opportunity that addressed this goal. Agency achieved parity for Females.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 3 African Americans, 7 Hispanics and 7 Asians. For minorities, during this quarter, there were 7 opportunities and 1 or 14% (1 Hispanic) addressed these goals.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 3 African American, 6 Hispanics and 7 Asians. For minorities, during this quarter, there were 7 opportunities and 1 or 14% (1 Hispanic) addressed these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 4 African Americans, 7 Hispanics, 1 Female and 7 Asians. During the year, there were 20 opportunities and 3 or 15% (2 African Americans and 1 Hispanic) addressed these goals. This agency achieved parity for Females. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [ ] Agency in non-compliance [X]

RECOMMENDATIONS/COMMENTS

The agency did not meet the minimum compliance criteria for minorities (21%) and the Department recommends that the agency establish a training program in accordance with Section 7-105(H) of the Human Rights Act and in cooperation with the Department of Central Management Services. Accordingly, the Department of Central Management Services will be notified of the need to establish this training program.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Historic Preservation Agency

Director: Amy Martin **EEO/AA Officer:** Dawn DeFraties

Agency Workforce: 176 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 2 African Americans, 7 Females, and 1 Asian. For minorities, during the quarter, there were 3 opportunities that did not address these goals. For Females, there were no opportunities to address this goal. This agency is underutililized by one person with a disability.

SECOND THROUGH FOURTH QUARTERS (10/1/11 THROUGH 6/30/*12*)

As of 10/1/11, agency underutilization was 2 African Americans 7 Females, and 1 Asian. For minorities, during these quarters, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal. This agency is underutililized by one person with a disability.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 2 African Americans, 7 Females, and 1 Asian. For minorities, during the year, there were 3 opportunities that did not address this goal. For Females, there were no opportunities to address this goal. This agency is underutililized by one person with a disability.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goals and no opportunity to address the female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Human Rights Commission

Executive Director: N. Keith Chambers **EEO/AA Officer:** Dr. Ewa I. Ewa

Agency Workforce: 21 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (*7/1/11* THROUGH *6/30/12*)

Agency underutilization at the beginning of FY12 was 1 African American. During these quarters there were no opportunities to address the minority goal. The agency is at parity for Females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*No opportunities to address the minority goal.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Human Rights

Director: Rocco J. Claps **EEO/AA Officer:** Michelle Dirksen

Agency Workforce: 139 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (*7/1/11* THROUGH 6/30/12)

Agency underutilization at the beginning of FY12 was 1 Hispanic. During these quarters, there were no opportunities to address the minority goal. This agency is at parity for Females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goal.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Human Services

Secretary: Michelle R. B. Saddler **EEO/AA Officer:** Anna D'Ascenzo

Agency Workforce: 12,874 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 22 African Americans, 98 Hispanics, 10 Females, 25 Asians and 5 Native Americans. For minorities, during this quarter, there were 13 opportunities and 2 or 15% (1 Asian and 1 Hispanic) addressed these goals. For Females, there was 1 opportunity that addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 22 African Americans, 97 Hispanics, 9 Females, 24 Asians and 5 Native Americans. For minorities, during this quarter, there were 13 opportunities which did not address these goals. For Females, there were no opportunities to address this goal.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 22 African Americans, 97 Hispanics, 9 Females, 24 Asians and 5 Native Americans. For minorities, during this quarter, there were 6 opportunities and 2 or 33% (2 Hispanics) addressed these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 22 African Americans, 95 Hispanics, 9 Females, 24 Asians and 5 Native Americans. For minorities, during this quarter, there were 5 opportunities and 2 or 40% (1 Asian and 1 Hispanic) addressed these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 22 African Americans, 98 Hispanics, 10 Females, 25 Asians and 5 Native Americans. For minorities, during the year, there were 37 opportunities and 6 or 16% (4 Hispanics and 2 Asian) addressed these goals. For Females, there was 1 opportunity that addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

This agency is at parity for people with disabilities and continued to hire during the year through the Successful Disability Opportunities program. There was only 1 opportunity to address the female goals, which addressed these goals. The agency failed to meet the Department of Human Rights' standard for minority goals, 21%, however, the agency made a good faith effort in regards to minority recruitment. For that reason, the agency is in compliance with DHR's affirmative action requirements.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Insurance

Director: Andrew Boron **EEO/AA Officer:** Eve Blackwell-Lewis

Agency Workforce: 246 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 2 African Americans, 3 Hispanics and 7 Females For minorities, during this quarter, there were 2 opportunities and 1 or 50% (1 Hispanic) addressed these goals. For Females, there were 3 opportunities and 3 or 100% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 2 African Americans, 2 Hispanics and 7 Females. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 Hispanic) addressed these goals. For Females, there were no opportunities to address this goal.

THIRD THROUGH FOURTH QUARTERS (*1/1/12* THROUGH *6/30/12*)

As of 1/1/12, agency underutilization was 2 African Americans, 1 Hispanic and 4 Females. For minorities, during these quarters, there was no opportunities to address these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 2 African Americans, 3 Hispanics and 7 Females. For minorities, during the year, there were 3 opportunities and 2 or 67% (2 Hispanics) addressed these goals. For Females, there were 5 opportunities and 5 or 100% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address underutilization.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: State Board of Investment

Executive Director: William R. Atwood **EEO/AA Officer:** Katherine A. Spinato

Agency Workforce: 11 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Juvenile Justice

Director: Arthur Bishop **Interim EEO/AA Officer:** Vickie Fair

Agency Workforce: 1,210 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.		*	
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 5 African Americans, 4 Hispanics, 168 Females and 32 Asians For minorities, during this quarter, there were 4 opportunities and 1 or 25% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 4 African Americans, 4 Hispanics, 168 Females and 32 Asians. For minorities, during this quarter, there was 1 opportunity and 1 or 100% (1 Asian) addressed these goals. For Females, there was 1 opportunity that addressed this goal.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 4 African Americans, 4 Hispanics, 167 Females and 31 Asians. For minorities, during this quarter, there were 9 opportunities and 1 or 11% (1 Asian) addressed these goals. For Females, there were 27 opportunities and 13 or 48% addressed this goal.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 4 African Americans, 4 Hispanics, 129 Females and 30 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 5 African Americans, 4 Hispanics, 168 Females and 32 Asians. For minorities, during the year, there were 14 opportunities and 3 or 21% (1 African American and 2 Asians) addressed these goals. For Females, there were 28 opportunities and 14 or 50% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*The agency uses an EEO/AA officer from another agency. Per the Human Rights Act, Section 2-105 (b)(4) and DHR rules, Section 2520.780, agencies with 1,000 or more employees must appoint a full-time EEO/AA officer, subject to DHR's approval. The agency should designate an individual as EEO/AA officer as indicated in the Act and Rules.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Labor

Director: Joseph Costigan **EEO/AA Officer:** Ron Willis

Agency Workforce: 93 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (*7/1/11* THROUGH 6/30/12)

Agency underutilization at the beginning of FY12 was 3 Females. For Females, during these quarters, there were no opportunities to address this goal. This agency is at parity for minorities. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the female goal.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Labor Relations Board

Executive Director: John Brosnan **EEO/AA Officer:** Carla Stone

Agency Workforce: 19 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Law Enforcement Training and Standards Board

Executive Director: Kevin McClain **EEO/AA Officer:** Larry Smith

Agency Workforce: 16 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Medical District Commission

Executive Director: Warren Ribley **EEO/AA Officer:** Mark S. Jamil

Agency Workforce: 10 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Military Affairs

Major General: Dennis L. Celletti **EEO/AA Officer:** Ruth Moenck

Agency Workforce: 223 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH SECOND QUARTERS (*7/1/11* THROUGH *12/31/12*)

Agency underutilization at the beginning of FY12 was 1 African American and 25 Females. For minorities, during these quarters, there were no oportunities to address this goal. For Females, during these quarters, there were no oportunities to address this goal. This agency is at parity for people with disabilities.

THIRD QUARTER (1/1/12 THROUGH 3/31/12)

As of 10/1/11, agency underutilization was 1 African American and 25 Females. For minorities, during this quarter, there were no opportunities to address this goal. For females, there was 1 opportunity that did not address this goal.

FOURTH QUARTER (4/1/12 THROUGH *6/30/12*)

As of 4/1/12, agency underutilization was 1 African American and 25 Females. For minorities, during this quarter, there were no opportunities to address this goal. For Females, there were 2 opportunities that did not address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 1 African American and 25 Females. For minorities, during the year, there were no opportunities to address this goal. For Females, there were 3 opportunities that did not address this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority and female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Natural Resources

Director: Marc Miller **EEO/AA Officer:** Gloria Williams

Agency Workforce: 964 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 35 African Americans, 14 Hispanics, 169 Females and 2 Asians. For minorities, during this quarter, there were 3 opportunities that did not address these goals. For Females, there were 4 opportunities and 1 or 25% addressed this goal. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 35 African Americans, 14 Hispanics, 168 Females and 2 Asians. For minorities, during this quarter, there were no opportunities to address these goals. For Females, there were no opportunities to address this goal.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 35 African Americans, 14 Hispanics, 168 Females and 2 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For Females, there were 3 opportunities and 2 or 67% addressed this goal.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 35 African Americans, 14 Hispanics, 166 Females and 2 Asians. For minorities, during this quarter, there were 6 opportunities and 2 or 33% (1 African American and 1 Asian) addressed these goals. For Females, there were 3 opportunities and 2 or 67% addressed this goal. This agency is at parity for people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 35 African Americans, 14 Hispanics, 169 Females and 2 Asians. For minorities, during the year, there were 11 opportunities and 2 or 18% (1 African American and 1 Asian) addressed these goals. For Females, there were 10 opportunities and 5 or 50% addressed this goal. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

This agency exceeded the Department of Human Rights' standard of 37% for female goal performance, and is at parity for people with disabilities. The agency failed to meet the Department's 21% standard for minority goals. Of 11 opportunities to address minority goals, 2 or 18% addressed these goals. The Department found the agency made a good faith effort to meet its minority goals and that many of its opportunities to address these goals were in areas where the labor market availability of minorities was smaller than 21%. Therefore, the agency is in compliance with the Department of Human Rights' requirements.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Pollution Control Board

Chairman: Thomas Holbrook **EEO/AA Officer:** Kathryn L. Griffin

Agency Workforce: 24 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	**X**		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	**X**		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	**X**		
4. Appropriate EEO/AA training programs.	**X**		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	**X**		
6. Timely submission of required reports.	**X**		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			**X**
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	**X**		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	**X**		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 1 African American. For minorities, during this quarter, there were no opportunities to address this goal. The agency is at parity for Females. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 1 African American. For minorities, during this quarter, there was 1 opportunity that did not address this goal.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 1 African American. For minorities, during this quarter, there was 1 opportunity that did not address this goal.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 1 African American. For minorities, during this quarter, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 1 African American. For minorities, during the year, there were 2 opportunities that did not address this goal. The agency is at parity for Females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were two few opportunities to address the minority goal.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Prisoner Review Board

Chairman: Adam Monreal **EEO/AA Officer:** Nichole Damhoff

Agency Workforce: 18 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Property Tax Appeal Board

Executive Director: Louis Apostol **EEO/AA Officer:** Becky Hesse

Agency Workforce: 24 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

This agency is at parity for all affirmative action groups.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Public Health

Director: LaMar Hasbrouck, M.D., M.P.H. **EEO/AA Officer:** Robin Tucker-Smith

Agency Workforce: 1,054 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during this quarter, there were 3 opportunities that did not address these goals. The agency is at parity for Females. This agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during this quarter, there were 3 opportunities that did not address these goals.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during this quarter, there were 11 opportunities that did not address these goals.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during this quarter, there were no opportunities to address these goals.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 7 African Americans, 6 Hispanics and 1 Asian. For minorities, during the year, there were 17 opportunities that did not address these goals. The agency is at parity for Females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [ ] Agency in non-compliance [X]

RECOMMENDATIONS/COMMENTS

The agency did not meet the minimum compliance criteria for minorities (21%) and the Department recommends that the agency establish a training program in accordance with Section 7-105(H) of the Human Rights Act and in cooperation with the Department of Central Management Services. Accordingly, the Department of Central Management Services will be notified of the need to establish this training program.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Racing Board

Executive Director: Marc Laino **EEO/AA Officer:** Kathy Laurent

Agency Workforce: 48 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	**X**		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	**X**		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	**X**		
4. Appropriate EEO/AA training programs.	**X**		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	**X**		
6. Timely submission of required reports.	**X**		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			**X**
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	**X**		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	**X**		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 1 African American and 1 Female. For minorities, during this quarter, there were no opportunities to address this goal. For Females, there were no opportunities. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/11 THROUGH 12/31/11)

As of 10/1/11, agency underutilization was 1 African American and 1 Female. For minorities, during this quarter, there were no opportunities to address this goal. For Females, there was 1 opportunity that addressed this goal. The agency achieved parity for Females.

THIRD THROUGH FOURTH QUARTERS (1/1/12 THROUGH *6/30/12*)

As of 1/1/12, agency underutilization was 1 African American. For minorities, during these quarters, there were no opportunities to addres this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 1 African American and 1 Female. For minorities, during the year, there were no opportunities to address this goal. The agency achieved parity for Females This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goal.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Revenue

Director: Brian A. Hamer **EEO/AA Officer:** Ruby Taylor

Agency Workforce: 1,546 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 2 African Americans, 11 Hispanics, 7 Females, and 4 Asians. For minorities, during this quarter, there were 3 opportunities and 1 or 33% (1 Asian) addressed these goals. For Females, there were no opportunities to address this goal. The agency is at parity for people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 2 African Americans, 11 Hispanics, 7 Females, and 3 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For Females, there were no opportunities to address this goal.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 2 African Americans, 11 Hispanics, 7 Females, and 3 Asians. For minorities, during this quarter, there were 6 opportunities and 1 or 17% (1 African American) addressed these goals. For Females, there were no opportunities to address this goal.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 1 African American, 11 Hispanics, 7 Females, and 3 Asians. For minorities, during this quarter, there were 2 opportunities that did not address these goals. For Females, there were no opportunities to address this goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 2 African Americans, 11 Hispanics, 7 Females, and 4 Asians. For minorities, during the year, there were 13 opportunities and 2 or 15% (1 African American and 1 Asian) addressed these goals. For Females, there were no opportunities to address this goal. The agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

The agency had no opportunities to address the female goals. The agency is at parity for people with disabilities. The agency failed to meet the Department of Human Rights' standard of 21% for minority goal performance. Out of 13 opportunities to hire and promote, only 2 or 15% addressed underutilization, however, the agency made a good faith effort to address its minority goals during the year, and its hiring occurred in areas where the labor force availability was less than 21%. For these reasons, the agency is in compliance with the Department of Human Rights' requirements.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: State Police

Director: Hiram Grau **Interim EEO/AA Officer:** Lieutenant JoAnn Gumz

Agency Workforce: 2,946 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities		X	
b. Females		X	
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 77 African Americans, 14 Hispanics, 94 Females, 17 Asians and 5 Native Americans. For minorities, during this quarter, there were 6 opportunities to address these goals and 2 or 33% (2 African Americans) addressed goals. For Females, there were no opportunities to address this goal. This agency is underutililized by 16 people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 75 African Americans, 14 Hispanics, 94 Females, 17 Asians and 5 Native Americans. For minorities, during this quarter, there were 14 opportunities that did not address these goals. For Females, there was 1 opportunity that addressed this goal. This agency is underutililized by 15 people with disabilities.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 75 African Americans, 14 Hispanics, 93 Females, 17 Asians and 5 Native Americans. For minorities, during this quarter, there were 52 opportunities and 4 or 8% (4 African Americans) addressed these goals. For Females, there was 62 opportunities and 5 or 8% addressed this goal. This agency is underutililized by 15 people with disabilities.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 71 African Americans, 14 Hispanics, 88 Females, 17 Asians and 5 Native Americans. For minorities, during this quarter, there were no opportunies to address these goals. For Females, there were 2 opportunities and 1 or 50% addressed this goal. This agency is underutililized by 15 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 77 African Americans, 14 Hispanics, 94 Females, 17 Asians and 5 Native Americans. For minorities, during the year, there were 72 opportunities and 6 or 8% (6 African Americans) addressed these goals. For Females, there were 65 opportunities and 7 or 11% addressed this goal. This agency is underutililized by 15 people with disabilities.

FINDINGS

Agency in compliance [ ] Agency in non-compliance [X]

RECOMMENDATIONS/COMMENTS

This agency failed to meet the Department of Human Rights' standard of 37% for female goals and 21% for minority goals. The agency will be referred to the Department of Central Management Services for assistance in providing training to meet the affirmative action goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: State Police Merit Board

Executive Director: Ronald P. Cooley **EEO/AA Officer:** Melinda G. Gutierrez

Agency Workforce: 4 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

*This agency was not required to calculate utilization because it has less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: State Retirement Systems

Executive Secretary: Timothy B. Blair **EEO/AA Officer:** Denise Connelly

Agency Workforce: 93 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/11 THRUOGH 6/30/12)

Agency underutilization at the beginning of the year was 1 African American. There were no opportunities to address this goal during the year. The agency is at parity for Females and for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority goal.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Transportation

Secretary: Ann L. Schneider **EEO/AA Officer:** Karen Ward

Agency Workforce: 5,351 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	X		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 73 African Americans, 66 Hispanics, 981 Females and 36 Asians. For minorities, during this quarter, there were 10 opportunities and 6 or 60% (3 African Americans and 3 Hispanics) addressed these goals. For Females, there were 66 opportunities and 34 or 52% addressed this goal. This agency is underutilized by 96 people with disabilities.

SECOND QUARTER (*10/1/11* THROUGH *12/31/11*)

As of 10/1/11, agency underutilization was 70 African Americans, 63 Hispanics, 947 Females and 36 Asians. For minorities, during this quarter, there were 6 opportunities and 5 or 83% (3 African American and 2 Hispanics) addressed these goals. For Females, there were 31 opportunities and 13 or 42% addressed this goal. This agency is underutililized by 92 people with disabilities.

THIRD QUARTER (*1/1/12* THROUGH *3/31/12*)

As of 1/1/12, agency underutilization was 67 African Americans, 61 Hispanics, 934 Females and 36 Asians. For minorities, during this quarter, there were 12 opportunities and 9 or 75% (7 Hispanics and 2 Asians) addressed these goals. For Females, there were 32 opportunities and 15 or 47% addressed this goal. This agency is underutililized by 87 people with disabilities.

FOURTH QUARTER (*4/1/12* THROUGH *6/30/12)*

As of 4/1/12, agency underutilization was 67 African Americans, 54 Hispanics, 916 Females and 34 Asians. For minorities, during this quarter, there were 8 opportunities and 5 or 75% (2 African Americans and 3 Hispanics) addressed these goals. For Females, there were 33 opportunities and 18 or 47% addressed this goal. This agency is underutililized by 86 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Agency underutilization at the beginning of FY12 was 73 African Americans, 66 Hispanics, 981 Females and 36 Asians. For minorities, during the year, there were 36 opportunities and 25 or 69% (8 African Americans, 15 Hispanics and 2 Asians) addressed these goals. For Females, there were 129 opportunities and 62 or 48% addressed this goal. This agency is underutililized by 86 people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Department of Veterans' Affairs

Acting Director: Erica Borggren **EEO/AA Officer:** Mary Keen

Agency Workforce: 1,260 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	*		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.	X		
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.			X
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (*7/1/11* THROUGH 6/30/12)

Agency underutilization at the beginning of FY12 was 13 African Americans, 2 Hispanics and 10 Females. During these quarters, there were no opportunities to address the minority and Female goals. This agency is parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were no opportunities to address the minority and female goals.

ILLINOIS DEPARTMENT OF HUMAN RIGHTS
AGENCY EEO/AA PROFILE

Agency: Workers' Compensation Commission

Chairman: Mitch Weisz **EEO/AA Officer:** Alma Maxey

Agency Workforce: 163 **Fiscal Year:** 2012

COMPLIANCE CRITERIA

	Met	Not Met	N/A
1. Existence of an approved plan.	X		
2. Met minimum compliance criteria:			
a. Minorities	*		
b. Females	X		
3. Agency's EEO/AA policy has been disseminated throughout the agency.	X		
4. Appropriate EEO/AA training programs.	X		
5. Inclusion of agency's EEO Officer in the investigation of all internal and external discrimination complaints.	X		
6. Timely submission of required reports.	X		
7. In an agency with 1,000 employees, documentation of the appointment, with the Director's approval of an EEO Officer and that the person reports directly to the chief executive officer.			X
8. Agency employing fewer than 1,000 employees designate an EEO Officer who may serve as a full-time EEO Officer or be responsible for other duties within the agency beyond those of an EEO Officer.	X		
9. EEO Officer has performed the duties and responsibilities outlined in the Act and the Department's Rules.	X		

AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (*7/1/11* THROUGH *9/30/11*)

Agency underutilization at the beginning of FY12 was 7 Females and 1 Asian. During this quarter, there was one opportunity to address the minority goal. For Females, there were no opportunities to address this goal. This agency is at parity for people with disabilities.

SECOND QUARTERS (*10/1/11* THROUGH *12/31/12*)

As of 10/1/11, agency underutilization was 7 Females and 1 Asian. During this quarter, there were no opportunities to address the minority goal. For Females, there were 7 opportunities and 7 or 100% addressed this goal. Agency achieved parity for Females.

THIRD THROUGH FOURTH QUARTERS (*1/1/12* THROUGH *6/30/12*)

As of 11/1/12, agency underutilization was 1 Asian. During these quarters, there were no opportunities to address the minority goal.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY12 was 7 Females and 1 Asian. During the year, there was 1 opportunity that did not address the minority goal. For Females, there were 7 opportunities and 7 or 100% addressed this goal. Agency achieved parity for Females. This agency is at parity for people with disabilities.

FINDINGS

Agency in compliance [X] Agency in non-compliance [ ]

RECOMMENDATIONS/COMMENTS

*There were too few opportunities to address the minority goal.

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