



ILLINOIS DEPARTMENT OF LABOR

JB PRITZKER
GOVERNOR

JANE R. FLANAGAN
DIRECTOR

April 30, 2025

To the Honorable Members of the Illinois General Assembly:

In compliance with the requirements set forth in the Data Governance and Organization to Support Equity and Racial Justice Act (20 ILCS 65 *et. al*) (the “Act”), the Illinois Department of Labor the “Agency”) hereby submits a progress report detailing the action steps and progress made since the last annual report dated July 2024 to enable the collection and cataloguing of data described in Section 20-15 of the Act have been standardized and, to the extent possible, the data sets and programs that are planned for the coming year.

The Act requires the Agency to “report statistical data on racial, ethnic, age, sex, disability status, sexual orientation, gender identity, and primary or preferred language demographics of program participants for each major program” administered by the Agency.

While “major program” is not defined in the statute, the Illinois Department of Labor has adopted the following definition provided by the Governor’s Office of Management and Budget: *a major program is a program with an enacted appropriation of greater than \$1 million in the prior fiscal year; direct services provided to individuals and/or a reasonable expectation that demographic information can be aggregated via proxy data without substantial cost or disruption to program delivery*

Using these definitions, the Agency has identified the following programs and program participant populations for continued analysis:

- *Individuals filing a claim under the Illinois Minimum Wage Act and Wage Payment and Collection Act*
- *Individuals filing a claim under the Paid Leave for All Workers Act*
- *Individuals filing a claim under the Freelance Worker Protection Act (effective July 1, 2024)*

Following the July 2024 statistical report, the Agency has determined, the following demographic categories have been defined and standardized across all “major programs” identified in this report:

Lincoln Tower Plaza
524 South 2nd Street, Suite 400
Springfield, Illinois 62701
(217) 782-6206
Fax: (217) 782-0596

Michael A Bilandic Building
160 North LaSalle, Suite C-1300
Chicago, Illinois 60601-3150
(312) 793-2800
Fax: (312) 793-5257

Regional Office Building
2309 West Main Street, Suite 115
Marion, Illinois 62959
(618) 993-7090
Fax: (618) 993-7258

- Race;
- Ethnicity;
- Gender Identity;
- Sexual Orientation;
- Disability;
- Primary language;
- Age;
- Biological Sex

The Agency has utilized the Office of Equity's guidance to identify additional programs where changes or additions could be made to collect demographic data of program participants. The Agency has not been tracking age for the Paid Leave for All Workers Act and Freelance Worker Protection Act as we are still implementing some of the technology related updates to collect the data.

The Agency has determined that collection of data for complainants under our One Day Rest in Seven Act (ODRISA) is no longer relevant. We do not believe this act qualifies as a major program. There are no plans to replace this law with another.

As the State continues to work to implement the Act, the Agency data stewards, information and technology staff, and diversity, equity, and inclusion leaders will work with the Department of Innovation and Technology and the Governor's Office of Management and Budget to analyze currently catalogued data, identify data gaps, and determine how to collect demographic information. As we implement the process and infrastructure changes necessary to collect the data required, we will provide the required demographic data to inform program design and policy-making endeavors.

Very Sincerely and Respectfully,

A handwritten signature in black ink, appearing to read "Jane R. Flanagan", with a long horizontal flourish extending to the right.

Jane R. Flanagan
Director