



April 21, 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 Department of Central Management Services (CMS) hereby submits a progress report detailing the action steps and progress made since the last annual report dated June 30 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 CMS 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 CMS.

While "major program" is not defined in the statute, the agency 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.

CMS has further defined "program participants" as individuals detailed in the Human Capital Management (HCM) system's existing employee reporting module based at CMS and collecting individual data from a primary system with a historical record of collecting demographic information.

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

State of Illinois Employee Engagement Survey (EES)

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In March, CMS began to assess currently catalogued demographic data for the aforementioned programs. Following its initial assessment, CMS has determined that the following demographic category have been defined and standardized for the EES.

- Race
- Ethnicity
- Age
- Sex
- Disability Status
- Sexual Orientation
- Gender Identity
- Primary or Preferred Language

Following the July 2024 statistical report, CMS has identified additional opportunities to define and standardize the demographic categories outlined in the statute. We have included Age, Sex, and Primary or Preferred Language in the 2024 EES and are in full compliance with the ERJA Act.

As the State works to implement the Act, CMS 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 continue to implement the process and infrastructure changes necessary to collect the data required, we will continue to work to provide the required demographic data to inform program design and policy-making endeavors.

Sincerely,



Raven A. DeVaughn
Director