



FY 2025 African American EMPLOYMENT PLAN REPORT



Purpose of This Report & Governing Authority

This report serves as the annual plan to increase the number of African American persons employed at State agencies, including supervisory, technical, professional, and managerial levels.

This report serves as the plan to ensure diversity, equity and inclusion for African American persons employed or seeking employment in State government. In accordance with State statute, 20 ILCS 30/1, the Illinois Department of Central Management Services (CMS), is statutorily designated to develop the African American Employment Plan, monitor State agency compliance, and receive agencies' annual reports regarding their efforts to implement the prior year's African American Employment Plan.

CMS annually surveys State agencies to gather data relevant to assess progress to the goal of increasing representation of African American employees in the State workforce, monitor compliance with prior Employment Plan goals, and support meeting future Employment Plan goals, including metrics of representation in top leadership positions, interview panel diversity, diversity of human resources staff, and career development participation rate. As required by law, CMS submits the following report to the Illinois General Assembly on or before February 1, 2026.

Letter from Raven A. DeVaughn, CMS Director

Honorable Members of the General Assembly:

The Illinois Department of Central Management Services (CMS) is dedicated to working toward achieving a State workforce that reflects the rich diversity of those who call Illinois home. This objective directly aligns with our primary goal of ensuring that all Illinois residents have full, equitable access to the services and opportunities the State provides.

This report shares Fiscal Year 2025 State employment insights for specific agencies through our centralized survey, data analysis, and reporting. It provides a snapshot of statewide workforce demographics along with a highlight of agency specific efforts to support diversity in State hiring and employee retention. CMS is committed to supporting all State agencies in their efforts to achieve equitable personnel operations. In 2025, CMS again prioritized the important work of recruiting and retaining the nation's strongest and most diverse workforce by establishing four Statewide Managers for Diversity & Inclusion. These Senior Public Service Administrators lead within the Director's Office and directly support the efforts of the Employment Plan Advisory Councils, as well as this annual report. CMS is proud to continue to develop and share preconfigured community engagement opportunities for sister agencies to leverage and scaffold towards their individual annual workforce goals.

With renewed commitment, CMS will build upon the successes and work to minimize gaps of opportunity throughout the State. Through community engagement and sister agency partnership, CMS looks to move toward a more diverse and representative workforce for the State of Illinois. We look forward to our continued collaboration with the Illinois General Assembly as well as the Employment Advisory Councils to meet our goals as we endeavor on this journey to foster and further an inclusive and diverse working environment that reflects the people we serve.

Respectfully,

Raven A. DeVaughn
Director
Illinois Department of Central Management Services

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Executive Summary

The FY25 African American Employment Plan Report provides an analysis of key workforce data to assess the State of Illinois' progress toward being a diverse, inclusive, and accessible employer. Annual reporting on the current state workforce is used to evaluate the status of goals and initiatives aimed at creating a workforce that reflects the diversity of Illinois and a workplace that offers equitable opportunities for all.

The CMS Diversity & Inclusion (D&I) team produces this report by conducting an annual survey of state agencies in accordance with the Civil Administrative Code, 20 ILCS 405. In FY25, CMS D&I received 47 survey responses. These responses inform the development of statewide goals in alignment with the work of the African American Employment Plan Advisory Council.

While this report highlights positive trends in African American representation over the past five years, the State of Illinois continues to strive for improvement. From FY21 to FY25, the number of African American State employees increased by 3,046, as shown in the table below. This growth reflects not only the expansion of the State's total workforce but also a gradual increase in the percentage of African American employees, from 22.1% in FY21 to 22.2% in FY25, with slight, yet notable decreases in FY22 (9,779) and FY23 (9,829).

Although the proportion of African Americans employed by the State exceeds their overall representation in Illinois' population (12.9%), there remains a critical need to strengthen African American representation in leadership roles, particularly at the Senior Public Service Administrator (SPSA) level. In FY25, fewer than 1% of individuals in SPSA positions (334) identified as African American, a substantial decline from 2.7% in FY24. Based on the above FY25 survey results, increased focus and targeted recruitment strategies are needed to improve African American representation in leadership positions.

Positive employment trends are supported by increased State agency engagement in diversity, equity, and inclusion initiatives. These efforts include identity-based community outreach, the development of new partnerships with organizations serving communities of color, and the expansion of statewide internship programs such as the CMS Diversity & Inclusion Community Partner Internship Program.

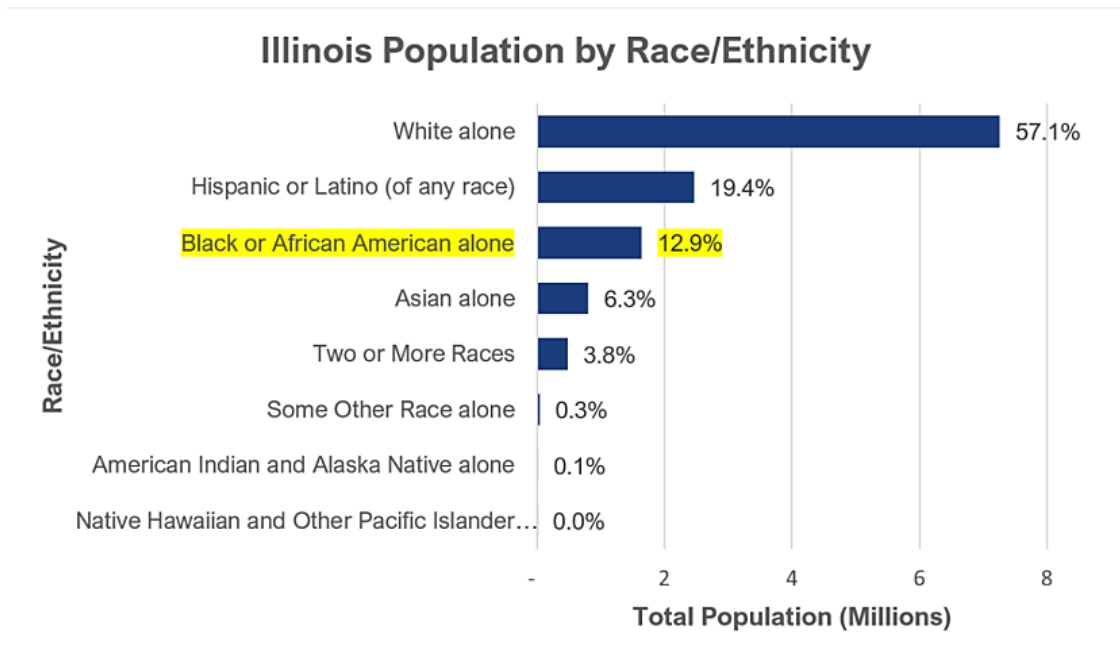
The Community Partner Internship Program continues to demonstrate strong year-over-year growth. The 2025 summer cohort was the largest to date, with 11 agencies proposing 27 internship projects. A total of 25 interns were placed in state agencies—12 in Springfield, 12 in Chicago, and 1 in East St. Louis. Ten African American interns participated in the FY25 cohort, a slight decrease from 11 in FY24 but a significant increase from 5 in FY23. All interns successfully completed their summer projects, with 3 African American interns applying for State employment.

Overall, the data in this report suggest that as the State of Illinois and its agencies sustain and expand their commitment to diversity, equity, and inclusion in recruitment, hiring, retention, and promotion practices, African American employment outcomes and diversity trends will continue to improve.

Government Workforce Representation for African Americans in Illinois

The latest Illinois Population, by race and ethnicity offers important context to better understand the State’s focus on diversifying its career opportunities. The 2024 United States Census’ American Community Survey (ACS) reported the Illinois population to be 12,710,158.

The chart below illustrates the diverse population groups residing in the State of Illinois, as reported by the United States Census’ American Community Survey of 2024 with African Americans representing 12.9% of the total population.



Source: 2024 American Community Survey (ACS), Table DP05; "Race Alone" indicates respondents that do not identify as Hispanic or Latino

Current population trends reveal a sub-set of individuals who identify with more than one racial or ethnic group. This categorization is referred to by the Census as *In Combination* as opposed to *Alone* populations; a methodology used to report on more than one racial or ethnic category. The CMS Employment Plan Survey poses survey questions and captures responses to report on populations to represent these 'Alone' and 'In Combination' sub-sets in the annual report.

According to the 2024 United States Census ACS, the African American (aka Black) *Alone* (not 'In Combination' with Hispanic or Latino) population in Illinois is 12.9%, or about 1,643,989 people.

Agency Survey Responses

Every year, CMS administers the Employment Plan Survey to agencies with questions intended to capture workforce data for the Employment Plan Annual Report. Uniquely, for FY25, agencies were given the opportunity to provide their own workforce employment data (i.e. self-reported), along with their recruitment efforts according to the statutorily required data sets.

An excerpt of the category groupings and survey questions are included below. To review the entire survey with responses, please see the Appendix at end of this report.

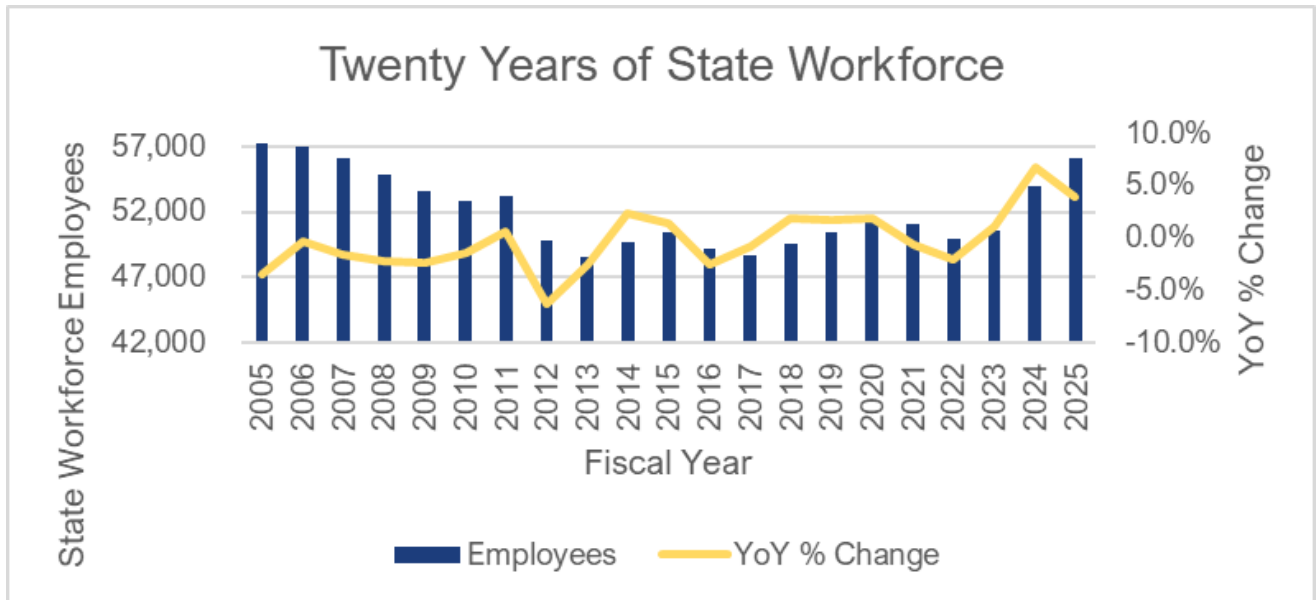
Survey Questions
Recruitment
Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment.
Internship
How many paid interns did your agency hire during fiscal year 2025?
Interviews
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2025?
Bilingual
During Fiscal Year 2025, how many employees did your agency hire into positions designated with the bilingual option?

Workforce by Year

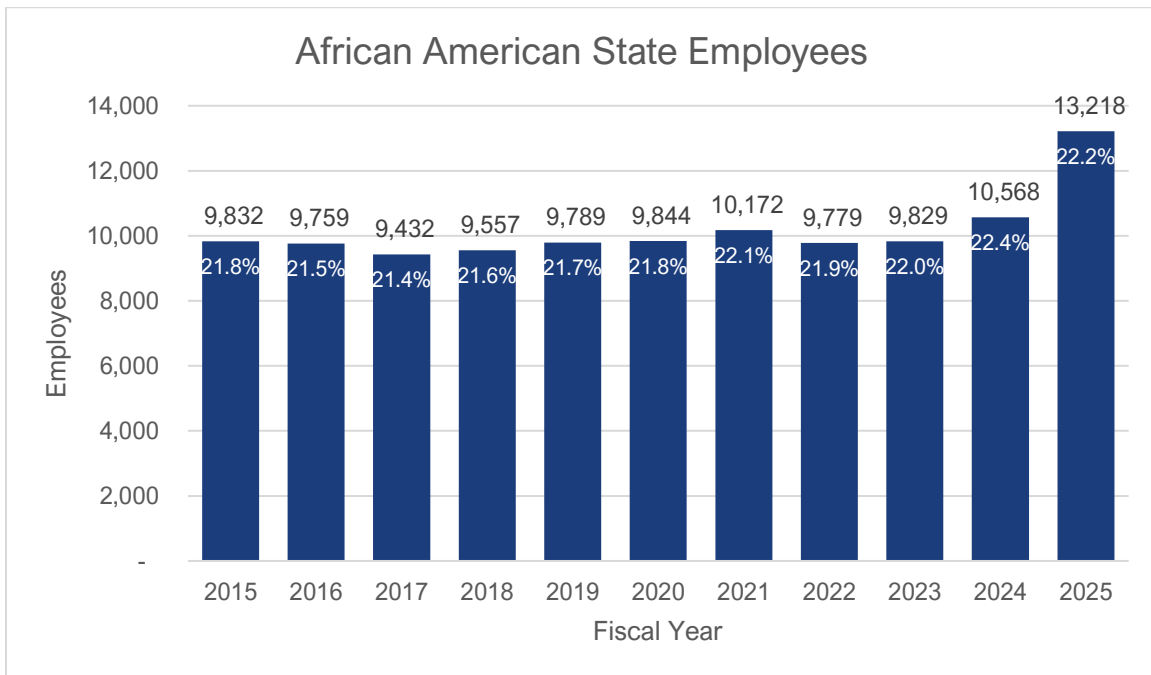
The State of Illinois is currently amid a technology transformation of its Human Resources (HR) systems. While paused in early stages of transformation, namely the build and implementation of digital and cloud hiring capabilities, the State continues to work through challenges related to the migration and updating of employee-specific data. CMS worked to source self-reported agency responses in all possible data segments, graphs/ charts/tables for this report. All data sections in this report includes source detail and data descriptors, in text, to note and validate where information was gathered.

Workforce data, by agency headcounts, is reported to and maintained by the Governor’s Office of Management and Budget. Because headcount numbers include coded (all agencies under CMS purview) and non-Code staff (e.g. ISP sworn officers or IDOT engineers), independent reporting may show a sizable difference between State employment numbers. Despite differences between headcounts, the data shared in this FY25 Employment Plan Report serves as a snapshot of the current 2025 workforce in comparison with the State’s employment history as noted in the 20-year archive as depicted in the following graph.

Also note-worthy, all mentioned recruitment and data-gathering efforts/outcomes occurred during a season of unprecedented growth across the State workforce. The chart below demonstrates how State employment grew by nearly 7% from the end of FY23 to the end of FY24, reaching a population of more than 51,000 employees. This is the largest the State workforce has been since 2008.



For a closer look at employee headcounts for this report, the graph below details the number of Black or African American State Employees from FY15 through FY25. Data for FY15 through FY24 is sourced from PEERS and is effective through the first half of FY24 (December 31, 2023), while data shown for FY25 is sourced from SuccessFactors, the new digital platform, to provide the most accurate counts.



Source: PEERS FY14 – FY24 effective through December 31, 2023; SuccessFactors effective through FY25

Overall Diversity Representation by Agency

The following table provides an overview of the percentages of diversity headcounts, by agency. As available, diversity metrics were self-reported by agencies. Otherwise, data was sourced from SuccessFactors. Sources for diversity headcounts are included in the Data Source column below.

Agency	African American Employees	Asian American Employees	Hispanic Employees	Native American Employees	Data Source
Abraham Lincoln Presential Library & Museum	6.0%	1.0%	1.0%	0.0%	Success Factors
Aging	19.7%	1.7%	11.0%	1.7%	Self-reported
Agriculture	22.2%	0.5%	2.2%	0.7%	Success Factors
Arts Council	20.0%	15.0%	20.0%	0.0%	Self-reported
Central Management Services	12.7%	2.4%	3.8%	0.7%	Self-reported
Children and Family Services	41.1%	2.0%	9.7%	0.3%	Self-reported

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Agency	African American Employees	Asian American Employees	Hispanic Employees	Native American Employees	Data Source
Civil Service Commission	0.0%	0.0%	0.0%	0.0%	Self-reported
Commerce & Economic Opportunity	15.5%	4.1%	8.0%	0.5%	Self-reported
Commerce Commission	15.0%	1.7%	5.0%	0.0%	Self-reported
Commission on Equity and Inclusion	42.9%	7.1%	39.3%	0.0%	Success Factors
Corrections	12.3%	0.8%	4.0%	0.4%	Success Factors
Council on Developmental Disabilities	16.7%	0.0%	0.0%	0.0%	Self-reported
Criminal Justice Information Authority	37.4%	10.4%	10.4%	0.0%	Self-reported
Deaf and Hard of Hearing Commission	20.0%	0.0%	0.0%	0.0%	Self-reported
Educational Labor Relations Board	25.0%	0.0%	0.0%	0.0%	Success Factors
Emergency Management Agency	6.0%	3.8%	3.3%	0.0%	Success Factors
Employment Security	28.8%	4.1%	20.5%	0.0%	Self-reported
Environmental Protection Agency	7.0%	9.2%	4.5%	0.3%	Self-reported
Financial and Professional Regulation	19.4%	4.6%	11.2%	0.6%	Self-reported
Gaming Board	11.5%	3.7%	8.3%	0.0%	Self-reported
Guardianship & Advocacy Commission	21.5%	2.2%	12.6%	1.5%	Self-reported
Healthcare and Family Services	17.1%	3.8%	8.5%	0.2%	Self-reported
Human Rights	31.0%	5.6%	29.4%	0.8%	Self-reported
Human Rights Commission	29.4%	2.9%	29.4%	0.0%	Success Factors
Human Services	35.9%	5.7%	11.7%	0.6%	Self-reported
Independent Tax Tribunal	0.0%	100.0%	0.0%	0.0%	Success Factors
Innovation and Technology	13.0%	14.2%	3.3%	0.4%	Self-reported



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Agency	African American Employees	Asian American Employees	Hispanic Employees	Native American Employees	Data Source
Insurance	8.7%	4.9%	5.9%	0.0%	Self-reported
Juvenile Justice	37.7%	1.5%	7.5%	0.3%	Self-reported
Labor	19.5%	7.6%	31.4%	0.0%	Self-reported
Labor Relations Board	20.0%	13.3%	0.0%	0.0%	Success Factors
Law Enforcement Training & Standards Board	17.3%	1.9%	1.9%	0.0%	Self-reported
Lottery	17.3%	1.7%	8.1%	0.6%	Success Factors
Military Affairs	14.8%	1.0%	2.0%	1.0%	Success Factors
Natural Resources	1.9%	0.9%	1.7%	0.7%	Self-reported
Office of the State Fire Marshal	3.2%	0.0%	3.2%	0.0%	Success Factors
Pollution Control Board	11.1%	11.1%	0.0%	0.0%	Success Factors
Prisoner Review Board	6.7%	0.0%	3.3%	0.0%	Self-reported
Property Tax Appeal Board	10.3%	0.0%	5.1%	0.0%	Success Factors
Public Health	16.7%	9.0%	6.0%	0.5%	Success Factors
Racing Board	7.7%	0.0%	7.7%	0.0%	Self-reported
Revenue	13.3%	4.9%	4.7%	0.3%	Self-reported
State Police Merit Board	0.0%	0.0%	0.0%	0.0%	Success Factors
State Retirement Systems	6.5%	4.6%	0.9%	0.0%	Self-reported
Transportation	9.6%	2.2%	6.6%	0.2%	Success Factors
Workers' Compensation Commission	21.4%	7.7%	13.7%	0.0%	Success Factors



African Americans in Leadership by Agency

In addition to submitting responses on overall diversity representation, State agencies were also asked to provide metrics on African American representation, by leadership.

The FY25 CMS Employment Plan Survey provided two leadership categories for distinction:

1. **Public Service Administrator (PSA)** roles include a wide range of middle management positions across agencies, boards, and commissions governed by the Personnel Code. These positions typically involve policy implementation and significant administrative responsibilities, including managerial, supervisory, and/or confidential duties. Approximately half of all PSAs are represented by a labor union.

2. **Senior Public Service Administrator (SPSA)** roles are higher-level positions than PSAs, including policy-making officials who hold major administrative responsibilities within the agency. SPSAs are typically not represented by a labor union, with exceptions granted to a sub-set of policing roles, i.e., Gaming. Approximately 40% of SPSAs are in at will positions.

As available agencies self-reported totals for all employees and distinctly for African American employees. Also included are leadership breakdowns by SPSA and PSA categories. To supplement this report with the most accurate information, alternate data was sourced from SuccessFactors as indicated in the Data Source column in the table below.

African Americans (AA) in Leadership

Agency	Agency Employees	AA Employees	AA SPSAs	AA PSAs	Data Source
Abraham Lincoln Presential Library & Museum	100	6	4	0	Success Factors
Aging	173	34	2	8	Self-reported
Agriculture	1,104	245	1	3	Success Factors
Arts Council	20	4	0	1	Self-reported
Central Management Services	806	102	11	16	Self-reported
Children and Family Services	3,934	1,617	60	235	Self-reported
Civil Service Commission	4	0	0	0	Self-reported
Commerce & Economic Opportunity	412	64	9	12	Self-reported
Commerce Commission	60	9	0	0	Self-reported

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Agency	Agency Employees	AA Employees	AA SPSAs	AA PSAs	Data Source
Commission on Equity and Inclusion	28	12	4	3	Success Factors
Corrections	12,119	1,486	26	37	Success Factors
Council on Developmental Disabilities	6	1	1	0	Self-reported
Criminal Justice Information Authority	182	68	6	8	Self-reported
Deaf and Hard of Hearing Commission	5	1	1	0	Self-reported
Educational Labor Relations Board	8	2	1	1	Success Factors
Emergency Management Agency	183	11	1	4	Success Factors
Employment Security	1,130	325	10	39	Self-reported
Environmental Protection Agency	786	55	2	0	Self-reported
Financial and Professional Regulation	475	92	10	16	Self-reported
Gaming Board	217	25	0	3	Self-reported
Guardianship & Advocacy Commission	135	29	3	0	Self-reported
Healthcare and Family Services	1,917	328	17	21	Self-reported
Human Rights	126	39	4	8	Self-reported
Human Rights Commission	34	10	1	5	Success Factors
Human Services	15,548	5,582	85	200	Self-reported
Independent Tax Tribunal	1	0	0	0	Success Factors
Innovation and Technology	1,381	179	14	16	Self-reported
Insurance	286	25	2	3	Self-reported
Juvenile Justice	610	230	14	12	Self-reported
Labor	118	23	12	2	Self-reported



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Agency	Agency Employees	AA Employees	AA SPSAs	AA PSAs	Data Source
Labor Relations Board	15	3	0	2	Success Factors
Law Enforcement Training & Standards Board	52	9	3	1	Self-reported
Lottery	173	30	1	1	Success Factors
Military Affairs	196	29	0	1	Success Factors
Natural Resources	1,186	22	2	1	Self-reported
Office of the State Fire Marshal	187	6	0	1	Success Factors
Pollution Control Board	18	2	0	0	Success Factors
Prisoner Review Board	30	2	0	1	Self-reported
Property Tax Appeal Board	39	4	0	0	Success Factors
Public Health	1,317	220	19	46	Success Factors
Racing Board	13	1	1	0	Self-reported
Revenue	1,373	182	5	11	Self-reported
State Police Merit Board	3	0	0	0	Success Factors
State Retirement Systems	108	7	0	0	Self-reported
Transportation	6,362	611	2	5	Success Factors
Workers' Compensation Commission	117	25	0	1	Success Factors
Totals	53,097	11,757	334	724	

The total headcounts for African Americans in leadership roles, SPSA at 334 (.005%) and PSA at 724 (.012%), falls well below equitable representation standards. As such, the African American Employment Plan Council in collaboration with agencies should focus on increasing recruitment efforts to hire and/or promote African Americans to leadership (SPSA/PSA) roles.

Agency Budget Allocations for Recruitment Efforts

The FY25 CMS Employment Plan Survey also posed a series of questions to agencies to assess budget allocations for resources or expenditures tallied for recruitment efforts to attract diverse identity applicants.

Agencies were given the option to indicate if they budgeted for resources and/or providing financial support in three areas:

1. Registration Fees for Job Fairs
2. Booth Furnishing and Giveaways
3. Overtime for Employees to Conduct Outreach Outside of Normal Business Hours.

The table below details agency answers regarding budget allocation for outreach and recruitment efforts to increase workforce representation for African Americans, Hispanics, Asian Americans, and Native Americans.

An empty box identifies those agencies that did not specifically budget for diversity recruitment or chose not to respond.

Agency	Registration fees for job fairs	Booth furnishing and giveaways	Overtime for employees to conduct outreach outside of normal business hours
Abraham Lincoln Presential Library & Museum	X	X	X
Aging	X		
Agriculture	X	X	X
Arts Council			
Central Management Services	X	X	X
Children and Family Services	X	X	X
Civil Service Commission			
Commerce & Economic Opportunity	X	X	X
Commerce Commission			
Commission on Equity and Inclusion			
Corrections	X	X	X
Council on Developmental Disabilities			
Criminal Justice Information Authority	X	X	X
Deaf and Hard of Hearing Commission			
Educational Labor Relations Board			
Emergency Management Agency	X	X	X

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Agency	Registration fees for job fairs	Booth furnishing and giveaways	Overtime for employees to conduct outreach outside of normal business hours
Employment Security	X	X	X
Environmental Protection Agency	X		
Financial and Professional Regulation	X		X
Gaming Board	X	X	
Guardianship & Advocacy Commission	X		X
Healthcare and Family Services	X	X	X
Human Rights			
Human Rights Commission	X		
Human Services	X	X	
Independent Tax Tribunal			
Innovation and Technology	X	X	X
Insurance			
Juvenile Justice	X		
Labor			
Labor Relations Board			
Law Enforcement Training & Standards Board			
Lottery			
Military Affairs			
Natural Resources	X	X	X
Office of the State Fire Marshal	X	X	X
Pollution Control Board			
Prisoner Review Board			
Property Tax Appeal Board			
Public Health	X	X	X
Racing Board			
Revenue	X	X	X
State Police Merit Board			
State Retirement Systems			
Torture Inquiry and Relief Commission			
Transportation	X	X	X
Workers' Compensation Commission			



Outreach and Recruitment

Of the 47 agencies responding to the FY25 CMS Employment Plan Survey, 15 reported having an employee responsible for outreach and recruitment to the African American community, and 32 did not have dedicated resources.

The Employment Plan Survey also asked if agencies had an employee formally responsible for coordinating recruitment and outreach with decision making authority in three specific areas:

1. Hiring/Promotion
2. Interviews
3. Creating Policies

Of agencies that responded to the survey, six agencies reported having an employee with such authority. Of the six agencies that self-reported:

- Three had authority in Hiring/Promotion, Interviews, and Creating Policies
- One had authority in Hiring/Promotion
- Two had authority in Creating Policies

Agencies that reported not having employees dedicated to diversity recruitment, outreach within identity-based communities, or chose not to respond, are represented in the chart below as empty boxes.

Agency	African American	Asian American	Hispanic	Native American
Abraham Lincoln Presential Library & Museum				
Aging	X	X	X	X
Agriculture				
Arts Council				
Central Management Services				
Children and Family Services				
Civil Service Commission				
Commerce & Economic Opportunity				
Commerce Commission				
Commission on Equity and Inclusion	X	X	X	X
Corrections	X	X	X	X
Council on Developmental Disabilities			X	
Criminal Justice Information Authority	X	X	X	X
Deaf and Hard of Hearing Commission	X	X	X	X

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Agency	African American	Asian American	Hispanic	Native American
Educational Labor Relations Board	X		X	
Emergency Management Agency				
Employment Security				
Environmental Protection Agency	X	X	X	X
Financial and Professional Regulation				
Gaming Board				
Guardianship & Advocacy Commission	X	X	X	X
Healthcare and Family Services			X	
Human Rights				
Human Rights Commission	X		X	
Human Services	X	X		
Independent Tax Tribunal	X	X	X	
Innovation and Technology	X	X	X	X
Insurance	X	X	X	X
Juvenile Justice				
Labor				
Labor Relations Board				
Law Enforcement Training & Standards Board	X	X	X	X
Lottery				
Military Affairs				
Natural Resources				
Office of the State Fire Marshal				
Pollution Control Board				
Prisoner Review Board				
Property Tax Appeal Board			X	
Public Health				
Racing Board				
Revenue				
State Police Merit Board				
State Retirement Systems				
Torture Inquiry and Relief Commission	X	X	X	X
Transportation				
Workers' Compensation Commission		X	X	



Community Partner Organizations

The CMS D&I FY25 Survey asked agencies to identify organizations of liaised efforts toward diversity hiring. This includes identity-centered, civic, religious organizations and institutions of higher education. Agency responses are reflected below.

Agency	Organizations
Abraham Lincoln Presential Library & Museum	Boys & Girls Club, Urban League, HACE, Hispanic Association of State Employees
Aging	IAHSE
Agriculture	Asian American Employment Plan Advisory Council; Hispanic Employment Plan Advisory Council; Indian Association of Greater Springfield; African American Employment Plan Advisory Council; Phoenix Center; Illinois Association of Hispanic State Employees
Central Management Services	Abundant Faith Christian Church; Hispanic Women of Springfield; IAHSE; Black Community Leaders of Springfield; NAPSE; Will County Workforce Center; Career fairs under State Senators Christopher Belt and Doris Turner in support of African American Communities; Delta Sigma Theta Sorority career fair in East St. Louis; Many other organizations in support of DEI outreach and hiring
Children and Family Services	Egyptian Health Department Summer Extravaganza; 2024 Fourth of July Celebration; 38th Annual Salute to Freedom; Sen Peters, Rep Buckner, Ald Robinson, Comm Lowry Job Fair Hirers; Speakout Community Fair – Galesburg; Back to School Bash; Peoria Riverfront Market; Kids Day- Village of Monee; We Are Chinatown; McHenry County Fiesta Days Beach Bash; Springfield Lucky Horseshoes Baseball Event; Marion Summer Job Fair; Alderman Will Hall Job Fair; Mano a Mano 2024 Job Fair; Christian County Fair Community Day; State Senator Celina Villanueva Hiring Event; Normal Cornbelters Baseball Game; Rivercity Pridefest 2024; American Indian Center Holiday Market; Back to School Bash - Mt. Carmel; Back to School Bash - Fairmont City; Fiesta Del Sol; Aetna Back to School Health and Resource Fair; Taste of Chicago: Marquette Park; Southern Illinois Back to School Expo; Back to School Bash; Aurora Puerto Rican Heritage Festival; American Indian Center Outreach; American Indian Center’s Pow Wow; Chicago Residents & Newly Arrival Job Fair; Angel of God Resource Center In. Job Fair; CBO Collective Hiring and Resource Fair; Abraham Lincoln Presidential Library and Museum Back 2 School Bash; Kidz Fest; National Night Out Springfield; National Night Out Carterville; Illinois State Fair; Rep. Sharon Chung’s Job Resource Fair and Blood Drive; Back to School Celebration – Greenville; Bud Billiken Parade; Ice Cream Social & Child

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Agency	Organizations
	<p>Safety Day; 2024 India Day Celebration; State Rep. Faver Dias, Senator Mary Edly-Allen Job Fair; Ping Tom Park Advisory Councils Back to School Bash; Community Resource Expo; Community Resource Fair – Collinsville; UCAN Summer Hiring Event; Congressman Bill Foster’s Job & Career Fair; Back to School Rally Cook/North Central; Taste of Chicago Pop Up: Pullman Park; Be Strong Families Event; Kind Campaign Back to School Bash; CPS 2024 Back 2 School Bash; State Representative Kevin Schmidt Job Fair; Sabin Dual Language Back to School Bash; Alderman Lamont Robinson Back to School Fair; Elote Festival 2024; DuQuoin State Fair; Robbins Labor Day Job Fair; Springfield Chamber of Commerce Fall Job Fair; Senator Seth Lewis, Rep. Amy Grant & Rep. Jennifer Sanalidro Job Fair; Will County Healthy Life Style Event; 31st Fiesta Boricua "De Bandera a Bandera"; Chicago Sky DCFS Night; Shop Roseland Event; Pekin Marigold Festival; Gail Borden Public Library Job Fair; State Rep. Mason, Senator Mary Edly-Allen Job Fair (& DCFS Presentation); Effingham Job Fair; 50th Ward Job Fair; 8th District and 35th Ward Job Fair; CPS JOB FAIR; Quincy Fall 2024 Hiring Event; Military Readiness Job Fair; Alton Pride Festival; Englewood Music Festival; Bridging the Gap Community Resource Fair and Fun Event Saline County Job Fair; Markham Job & Resource Connect; DCFS In-Person Presentation; Uptown Normal Day of Play; NHBW Live Well Community Health Resource Fair; Senator Lightford's Uplift your future back to school event; 2024 Hire Lake County Job Fair; St. Sabina Career & Resource Fair; Skills/PODER/SWOP Job Fair; Beardstown Fall Fun Festival; Area One Job & Career Fair; Ottawa Scarecrow Festival; Fall Into A New Career; Rep. Hoan Huynh's Job Fair & Presentation; CHA Workforce Opportunity Resource Center; Fall Into Health Fair; 16th Annual Metro East Pride Fest; Willmington Highschool College and Career Day; IAHSE 36th Annual Job Fair and Conference; IDES Application Workshop-Woodlawn Office; Fall Kendal County Career & Resource Fair; IDES Peoria Job Fair; Mount Carmel Career Fair; Ping Tom Park's Falloween; Career Development Resource Fair; Danville IL-02 Hiring Event; Festival of Food Trucks Trick or Treat; IDES' State Employment Job Fair; Chicago City Treasurer Community Job Fair; IDES Work4.Illinois State Employment Recruiting Event; Clay County Trick or Treat Street; Peoria Fall 2024 Job Fair; Career & Resource Fair; IDES/IDOL Career Fair for WIU Employees being laid off; Kooky Spooky Candy Trail; Howlabaloo at the Zoo; Metropolis Halloween Scareapalooza</p>
Commerce & Economic Opportunity	Linked In; Handshake



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Agency	Organizations
Commerce Commission	NARUC; ICC Intranet; IAMG; Handshake; Indeed; NAWLEE; ICC Social media sites
Commission on Equity and Inclusion	IAHSE
Corrections	Catalyst Group, IDES
Deaf and Hard of Hearing Commission	Chicagoland Black Deaf Advocates; Illinois Association of the Deaf; Illinois Deaf Latino Association
Educational Labor Relations Board	ELRB Board members; ELRB Advisory Committee; State of Illinois law schools
Employment Security	IL Task Force on Employment & Economic Opportunity for Persons with Disabilities; IL Assoc. of Hispanic State Employees; Hispanic Employment Plan Council; Asian American Employment Plan Council; African American Employment Plan Council; Native American Employment Plan Council; Equip for Equality Disability Rights Consortium; Equip for Equality; Illinois ADA Project; Jewish United Fund; Illinois Language Justice Coalition; IDES Legal Aid Roundtable; IDES Diversity, Equity, Inclusion, & Accessibility Employee Forum; Illinois Disability Access Coordinators Committee; Illinois Language Access Coordinator Committee; The Chicago Lighthouse; Chicago Hearing Society. St. Patrick Veteran Center; Sauk Valley Area Chamber of Commerce; Quad Cities Veteran’s Network; Chicago Cook Workforce Partnership; Catholic Charities; HIRE Chicago; Schaumburg Business Association; Misericordia; Coalition of African American Workers; Children’s Home and Aid.
Financial and Professional Regulation	Arab American Business Alliance; Native American; Hispanic American; Asian American and African American Employment Plan Advisory Councils
Gaming Board	African American Employment Plan Advisory Council; Lake County of Illinois Work Force Center; Will County Work Force Center of Illinois; Members of the Asian American Employment Plan Advisory Council; Bradley University; Chicago State University; Illinois Department of Employment Security; National Urban League; College of DuPage/APEX Illinois; Chicagoland Alliance for Disabled Owned Businesses; Illinois Department of Veteran’s Affairs; Chicago American Indian Community Collaborative (CAICC); Community Outreach Coordinator, Illinois Senate Staff; CMS DEI Department; ILETSB Mobile Training Units, Executive Institute; Illinois Law Enforcement Alarm System; Spanish Center of Joliet; Lifehouse Group; Bradley University Career Center; Chicago Urban League; Good Will Chicago; Arab American Family Services of Illinois; Native American Employment Plan Advisory Council; Asian American Employment Plan Advisory Council; Hispanic American Employment Plan Advisory Council; Midwest Soaring Foundation.

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Agency	Organizations
Guardianship & Advocacy Commission	bar association
Healthcare and Family Services	IDES Community outreach events - Marion, Normal, Champaign, Wyoming, Peoria, Moline; Summit of Hope Community outreach event; Asian American Employment Plan Advisory Council; IL Worknet work; Latino Unity Day; Scott Bennett Resources Day; Hispanic Heritage - Humboldt Park.
Human Rights Commission	The South Asian Bar Association; The Black Women Lawyers Association; The Cook County Bar Association; The Muslim Bar Association; The Decalogue Society; The Hispanic Lawyers Association of Illinois; The Asian American Bar Association; The LAGBAC (Chicago's LGBTQ+ Bar Association); Florida A&M University College of Law; Howard University School of Law; North Carolina Central University School; Southern University Law Center; Thurgood Marshall Scholl of Law at Texas Southern University; The University of the District of Columbia David A. Clarke School of Law; Hispanic Lawyers of Illinois; MALDEF: Equip for Equality; Equality Illinois ADA Midwest; The Chicago Committee; Illinois State Bar Association.
Human Services	Quad County Urban League; Chicago Urban League; WCC Latinos Unidos; Coalición; Latinos Unidos de Lake County;ALPFA (Association of Latino Professionals For America);Illinois Latino Voice; Instituto del Progreso Latino;Illinois workNet Partner; Black Affairs Council SIU Carbondale; EIU Black Student Union; Greater Decatur Black Chamber of Commerce; National Black MBA Associations; National Association of Black Journalists (NABJ); Black Veterans Empowerment Council; Asian Americans Advancing Justice - Chicago; Metropolitan Asian Family Services; National Association of Asian American Professionals;Asian Student Achievement (ASA); Asian American Coalition of Chicago;American Indian Urban Institute; American Indian Urban InstituteNative American Chanber of Commerce of Illinois.
Innovation and Technology	Via the Handshake platform we liaise with 58 Historically Black Colleges and Universities; 160 Hispanic Serving Institutions; 4 Asian American; 4 Native American Institutions; 2 Tribal Colleges and Universities; Indian Association of Greater Springfield; Native American EPAC; Chicago Tech Diversity Initiative; Asian American EPAC; Juneteenth Celebration at Illinois State Museum; Per Scholas Chicago; African American EPAC; IAHSE; Hispanic/Latino EPAC; Senator Villanueva; Senator Curran; Senator Aquino; Rep Delgado; Rep Jimenez; Rep La Ha; Rep Schmidt; Rep Chung
Insurance	IAHSE, Handshake

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Agency	Organizations
Law Enforcement Training & Standards Board	Western Illinois University Executive Institute, as well as our Mobile Team Units throughout the State of IL, who then will share the information with law enforcement agencies throughout the State; all agency staff; Facebook; as well as Board members with a request to share with anyone they know who may be interested in applying to one of our jobs.
Lottery	Illinois Department of Human Rights, Illinois Association of Hispanic State Employees, CMS Diversity and Inclusion Team
Natural Resources	CMS; Hispanic Women of Springfield; Springfield Urban League; Latino Women in Green Spaces
Office of the State Fire Marshal	Technology Center of DuPage; The United States Hispanic Leadership Institute; High schools with high concentration of minorities
Property Tax Appeal Board	Black, Hispanic, and Asian Bar Associations
Public Health	National Gathering of American Indian Veterans; John D Rita Community Center; Springfield Public Schools 186; Hanover Education and Work Center
Racing Board	Racing Officials Accreditation Program (ROAP)
Revenue	10th Ward Illinois; Alpha Kappa Alpha Sorority, Nu Omicron Chapter (Springfield); Alphi Pi Alpha Sorority; Asian American Bar Association; Asian American Bar Association - Chicago; Asian American Bar Association - Greater Chicago Area; Association of Latino Professionals for America (ALPHA), Cook County; Association of Nonprofit Accountants & Finance Professionals; Black MBA Chicago; Black Women Lawyers' Association of Greater Chicago; Center for Changing Lives; Chicago Northshore Chinese Center; Chicago State University; Chicago Urban League; Cicero Community Collaborative; Decatur Chamber of Commerce; Delta Sigma Theta Sorority, Decaute Alumnae Chapter; DePaul Law Career Services; Employer / Employee for Jobs; Erie House; Goodwill (Sangamon County); Greater Southwest Development Corporation; Harper College; Hire Autism; IDES - Veterans; IDES - Cook County; IDES - Northern Illinois; IDES - Sangamon, Downstate; Illinois Association of Hispanic State Employees; Illinois Black Chamber of Commerce - Sangamon County; Illinois Central College; Illinois Department of Human Rights; Illinois Department of Veterans Affairs; Illinois Speaker Welch District Office; Illinois Tech; Illinois Valley Center for Independent Living; India Association of Greater Springfield; Jewish Child & Family Services; Kane County Office of Workforce Community Reinvestment; Kankakee Community College; Lake County Job Center for Workforce Development; Lehman College, American Society of Hispanic Economists; Lesbian & Gay Bar Association - Chicago; Lincoln Land Alliance; Lincoln University of Missouri; Loyal Career Services;

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Agency	Organizations
	MIXED Student Association Undergraduate Student Group; National Able Network; National Alumnae Association of Spelman College - Chicago Chapter; National Association of Black Accountants; National Latino Education Institute; Northern Illinois University; Northwestern Black Student Alliance; Northwestern Medicine Focused Forward Clinic; Northwestern Pritzker School of Law; Northwestern Quest Scholars; Northwestern University Social Club - Ritmo de Mis Ancestros; Northwestern University Student Association; PACE Center for Independent Living - Urbana; Paralyzed Veterans of America; Phi Beta Sigma Sorority; Prevention First; Puerto Rican Bar Association; Regional Access Mobilization Project (RAMP); Rockford Bar Association; Rockford University; Sangamon County Bar Association; Skills for Chicagoland's Future; Southwest Suburban Cook County American Job Center; Soyland Access to Independent Living (SAIL); Spanish Community Center; St. Paul Church of God in Christ Community Development Ministries; Statewide Independent Living Council of Illinois; Taxpayers Federation of Illinois; Taylor Business Institute; University of Illinois - Champaign/Urbana; University of Illinois - Chicago; University of Illinois - Chicago; UIC Legal Department; UIS Accounting, Legal Program, Spanish Club; Universal Metropolitan Asian Family Services/Metro Home Health Care; Veterans Non-Profit; Workforce Investment Solutions
State Retirement Systems	Illinois Association of Hispanic State Employees; Illinois Asian American State Employees Association
Torture Inquiry and Relief Commission	TIRC's interns are all law students, most of whom work their intern/externship for credit at their Law School. We have done outreach with the Hispanic Lawyers Association of Illinois (HLAI) and Black Women Lawyers Ass'n, in addition to the nearby law schools we've reached out to.
Transportation	NAACP; SWE; NSBE; SASE; SHPE; Urban Leagues; The Outlet; Numerous churches; Illinois Farm Bureaus;

Agencies that responded having no liaison with organizations as part of their diversity and inclusion efforts are identified in the table below.

Agency
Arts Council
Civil Service Commission
Council on Developmental Disabilities
Criminal Justice Information Authority
Emergency Management Agency
Environmental Protection Agency

Agency
Illinois Department of Human Rights
Independent Tax Tribunal
Juvenile Justice
Labor
Labor Relations Board
Military Affairs
Pollution Control Board
Prisoner Review Board
State Police Merit Board
Workers' Compensation Commission

Recognizing that internships are an important and effective tool for raising awareness of State service as a career, agencies were asked to report on the demographic composition of their FY25 interns.

Of the 153 interns reported by the 47 participating agencies, 10 identified as African American. Of those agencies, 18 reported engaging in recruitment activities with designated Historical Black Colleges and Universities (HBCUs) across the nation.

To enhance efforts toward strengthening a diverse state workforce pipeline, CMS D&I developed an enterprise-wide equity-based internship program in FY22. The internship's platform leveraged established relationships with community partners and connected State agencies to selected interns from those communities.

The next section of the report presents responses from surveyed agencies about their internship programs and the CMS D&I Community Partner Internship program.

CMS D&I Community Partner Internship Program

In the summer of FY25, the CMS D&I Community Partner Internship Program continued to invite all State agencies to develop a project description and host a CMS D&I Community Partner Intern. Each participating State agency developed a project description, led onboarding, and managed compensations that matched those of Governor’s Office internship peers. CMS D&I led weekly identity-centered professional development sessions and organized an end of internship presentation for all students involved.

The FY25 summer cohort was the largest to date with 11 agencies proposing 27 projects for interns. Ultimately, 25 CMS D&I Community Partner interns were placed in State agencies—12 in Springfield, 12 in Chicago, and one in East St. Louis. All interns successfully completed their summer programs. 10 African Americans participated in the FY25 cohort.

Eight interns were offered extensions to their roles with five students accepting those offers to continue their work with the State of Illinois. Following the summer program, eight students are confirmed to have submitted employment applications to the State of Illinois, including three African Americans. Additionally, during their final presentations, most interns indicated their intention to seek employment opportunities with the State of Illinois upon graduation.

Below are the State agencies that opted to participate in the Summer 2025 cohort.

Agency	D&I Internship Positions Offered
Abraham Lincoln Presidential Library and Museum	2
Agriculture	1
Capital Development Board	2
Central Management Services	10
Children and Family Services	2
Commerce and Economic Opportunity	2
Criminal Justice Information Authority	3
Educational Labor Relations Board	1
Emergency Management Agency and Office of Homeland Security	2
Revenue	1
State Fire Marshal	1

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The following table provides information on the 2025 CMS Diversity & Inclusion Community Partner Internship Program interns including the students' self-identification, agency of employment, college or university enrollment, and the community partner involved in their selection.

Self-Identification	Agency	Intern Enrollment	Community Partner
African American	Criminal Justice Information Authority – Institute 2 Innovate	University of Wisconsin–Madison	Monster Education Foundation
Asian (International Student)	Central Management Services – Division of Compliance	Illinois Wesleyan University	Illinois Wesleyan University
Native American (Navajo)	Criminal Justice Information Authority – Adult Redeploy Illinois	Columbia College	California Indian Manpower Consortium
Asian American	Emergency Management Agency and Office of Homeland Security – Office of Nuclear Safety / REAC	Washington University in St. Louis	United Chinese Americans
Hispanic and/or Latinx	Criminal Justice Information Authority – Human Resources	Chicago State University	Chicago State University – Latino Resource Center
Native American (Lac Du Flambeau Band of Lake Superior Chippewa)	Children and Family Services – Diversity, Equity, and Inclusion	University of Illinois Urbana-Champaign	California Indian Manpower Consortium / UIUC Native American House
African American	Central Management Services – Recruitment and Retention	Eastern Illinois University	Eastern Illinois University
Hispanic and/or Latinx	Central Management Services – Bureau of Property Management	Heartland Community College	Hispanic Women of Springfield
Multi–Ethnic (Asian/White)	Commerce and Economic Opportunity – Office of Economic Equity and Empowerment	Michigan State University	Multicultural Education Group

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Self-Identification	Agency	Intern Enrollment	Community Partner
Hispanic and/or Latinx	Central Management Services – Diversity & Inclusion	University of Illinois Urbana-Champaign	Illinois Legislative Latino Caucus Foundation
African American	Abraham Lincoln Presidential Library and Museum	Hampton Institute	Black United Fund Of Illinois
African American	Central Management Services – Recruitment and Retention	Illinois Wesleyan University	Illinois Wesleyan University
Asian American	Illinois Educational Labor Relations Board	University of Illinois Urbana-Champaign	Korean American Association of Chicago
African American	State Fire Marshal	Rock Valley College	Rock Valley College Fire Science Program
Asian American	Agriculture – Bureau of Cannabis Inspection	University of Illinois Urbana-Champaign	McLean County Tamil Sangam
Hispanic and/or Latinx	Revenue – Equal Employment Opportunity Office	Illinois Wesleyan University	Illinois Wesleyan University
Multi-Ethnic (Asian/Hispanic)	Commerce and Economic Opportunity – Office of Business Development	University of Illinois Urbana-Champaign	Asian American Chamber of Commerce of Illinois
African American	Capital Development Board – One CDB	Chicago State University	Chicago State University
African American	Central Management Services – Division of Compliance and Accountability	Illinois State University	AsiaConnect / Illinois State University
Asian American	Capital Development Board – One CDB	University of Illinois Urbana-Champaign	Korean American Association of Chicago

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Self-Identification	Agency	Intern Enrollment	Community Partner
Asian American	Central Management Services – Recruitment and Retention	Illinois State University	AsiaConnect / Illinois State University
African American	Central Management Services – Recruitment and Retention	Eastern Illinois University	Eastern Illinois University
Native American (Ho-Chunk Nation)	Children and Family Services – Diversity, Equity, and Inclusion	Northwestern University	California Indian Manpower Consortium / Northwestern Native Program
African American	Emergency Management Agency and Office of Homeland Security – Human Resources	Illinois State University	Illinois Legislative Latino Caucus Foundation
African American	Central Management Services – Bureau of Property Management	Southern Illinois University Edwardsville	SIUE SOAR

The full listing of CMS Diversity & Inclusion Community Partners that were invited to participate in the 2025 cohort is provided below.

CMS D&I Community Internship Program Partners
100 Black Men
African American Employment Plan Advisory Council
Alliance of Indian Americans in Naperville Area
American Indian Center of Chicago
American Indian Health Service of Chicago Inc
AsiaConnect
Asian American Chamber of Commerce of Illinois
Asian American Coalition of Chicago
Asian American Employment Plan Advisory Council
Black United Fund of Illinois Inc.
Black Women's Expo

CMS D&I Community Internship Program Partners
California Indian Manpower Consortium
Cambodian Association of Illinois
Chicago Public Schools – American Indian Education Program
Chicago State University - Career Development
Chicago State University – Latino Resources Center
Chicago Urban League
College of DuPage – Native American Studies Committee
Eastern Illinois University – Career Services
Gichigamiin Indigenous Nations Museum
Greater Kankakee Black Chamber of Commerce
Hanul Family Alliance
Harper College – Asian Student Association
Hispanic Alliance for Career Enhancement
Hispanic Employment Plan Advisory Council
Hispanic Women of Springfield
Illinois Latino Council on Higher Education
Illinois Legislative Latino Caucus Foundation
Illinois Wesleyan University – Hart Career Center
Illinois Wesleyan University – Office of Diversity & Inclusion
Kankakee County NAACP
Korean American Association of Chicago
Korean Cultural Center of Chicago
Madison County Urban League
Malcolm X College - Career Development Center
Malcolm X College - College Initiatives & Projects
McLean County Tamil Sangam
Menominee Community Center of Chicago
Monster Education Foundation
Multicultural Education Group
National Association of Asian American Professionals

CMS D&I Community Internship Program Partners
Native American Employment Plan Advisory Council
Northwestern University – Native American and Indigenous Initiatives
Oakton College – Center for Organizing Minority Programs to Advance Student Success
Philippine American Cultural Foundation
Pilsen Neighbors Community Council
Project Vision
Southern Illinois University Edwardsville - Student Opportunities for Academic Results
Springfield Black Chamber of Commerce
Technology Center of DuPage
Trickster Cultural Center
United Chinese Americans
United States Hispanic Leadership Institute
University of Illinois Chicago – Asian American Resource and Cultural Center
University of Illinois Chicago – Asian American Student Academic Program
University of Illinois Chicago – Native American Support Program
University of Illinois Springfield – Diversity Center
University of Illinois Urbana-Champaign – Department of Latina/Latino Studies
University of Illinois Urbana-Champaign – La Casa Cultural Latina
University of Illinois Urbana-Champaign – Native American House
Visionary Ventures
Washington University in St. Louis - Kathryn M. Buder Center for American Indian Studies

Post-Secondary Education Recruitment

The following table details outreach efforts for the 47 participating agencies toward Minority-Serving Institutions (MSIs).

Headers includes acronyms for the (4) federal designations:

1. **HBCU:** Historically Black Colleges and Universities,
2. **AANAPISI:** Asian American and Native American Pacific Islander Serving Institutions,
3. **HSI:** Hispanic Serving Institutions,
4. **NASNTI:** Native American-Serving Nontribal Institutions and Tribal Colleges and Universities.

Agency	HBCU	AANAPISI	HSI	NASNTI/ TCUs	None
Abraham Lincoln Presential Library & Museum					X
Aging					X
Agriculture	X	X	X		
Arts Council					X
Central Management Services	X	X	X	X	
Children and Family Services	X	X	X	X	
Civil Service Commission					X
Commerce & Economic Opportunity	X				
Commerce Commission	X				
Commission on Equity and Inclusion					X
Corrections	X	X	X		
Council on Developmental Disabilities					X
Criminal Justice Information Authority					X
Deaf and Hard of Hearing Commission					X
Educational Labor Relations Board					X
Emergency Management Agency	X		X		
Employment Security	X	X	X	X	
Environmental Protection Agency					X
Financial and Professional Regulation					X
Gaming Board	X	X	X		
Guardianship & Advocacy Commission					X
Healthcare and Family Services	X		X		

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Agency	HBCU	AANAPISI	HSI	NASNTI/ TCUs	None
Human Rights					X
Human Rights Commission	X				
Human Services	X	X	X	X	
Independent Tax Tribunal					X
Innovation and Technology	X	X	X	X	
Insurance					X
Juvenile Justice		X	X		
Labor					X
Labor Relations Board					X
Law Enforcement Training & Standards Board					X
Lottery					X
Military Affairs					X
Natural Resources	X				
Office of the State Fire Marshal	X	X	X		
Pollution Control Board					X
Prisoner Review Board					X
Property Tax Appeal Board					X
Public Health	X	X	X	X	
Racing Board					X
Revenue	X		X		
State Police Merit Board					X
State Retirement Systems					X
Torture Inquiry and Relief Commission					X
Transportation	X		X		
Workers' Compensation Commission					X

Additionally, the table below expands on the outreach efforts of those same 47 participating agencies at community colleges and public state universities throughout Illinois.

Agency	Illinois Community Colleges	Illinois Public State Universities	None
Abraham Lincoln Presential Library & Museum	X	X	
Aging			X
Agriculture	X	X	
Arts Council			X
Central Management Services	X	X	



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Agency	Illinois Community Colleges	Illinois Public State Universities	None
Children and Family Services	X	X	
Civil Service Commission			X
Commerce & Economic Opportunity	X	X	
Commerce Commission	X	X	
Commission on Equity and Inclusion			X
Corrections	X	X	
Council on Developmental Disabilities			X
Criminal Justice Information Authority		X	
Deaf and Hard of Hearing Commission	X		
Educational Labor Relations Board		X	
Emergency Management Agency	X	X	
Employment Security	X	X	
Environmental Protection Agency		X	
Financial and Professional Regulation	X	X	
Gaming Board	X	X	
Guardianship & Advocacy Commission			X
Healthcare and Family Services	X	X	
Human Rights		X	
Human Rights Commission	X	X	
Human Services	X	X	
Independent Tax Tribunal		X	
Innovation and Technology	X	X	
Insurance		X	
Juvenile Justice	X	X	
Labor		X	
Labor Relations Board			X
Law Enforcement Training & Standards Board		X	
Lottery			X
Military Affairs			X
Natural Resources	X	X	
Office of the State Fire Marshal	X	X	
Pollution Control Board			X



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Agency	Illinois Community Colleges	Illinois Public State Universities	None
Prisoner Review Board			X
Property Tax Appeal Board			X
Public Health	X	X	
Racing Board			X
Revenue	X	X	
State Police Merit Board			X
State Retirement Systems			X
Torture Inquiry and Relief Commission		X	
Transportation	X	X	
Workers' Compensation Commission			X



Diversity in Interviews

Effective January 1, 2022, PA 102-225 requires that each State agency establish the goal of increasing diversity on interview panels. The objective is to increase State employment opportunities provided to women, minority persons, and persons referenced in the goals of the African American Employment Plan.

In May of 2022, the Governor of Illinois required all State employees, boards, commissions, and councils to complete newly developed, Diversity, Equity, and Inclusion (DEI) trainings. This training is designed to address implicit and explicit biases in the hiring process and to ensure steps and considerations are taken to address those potential biases. As a result, all employees who participate in the hiring review, processing, and interviews of prospective applicants, are trained on how to avoid bias.

In collaboration with the Governor's Office of Equity and CMS Diversity & Inclusion teams, the CMS Project Management team developed an internal tool to automate the data required to report identity of interview panels. This dashboard for automated data was created in FY22 and is in a multi-year process for implementation of the Statewide Personnel Human Capital Management (HCM) records system to extract and report accurate data.

In 2025, CMS Chief Strategy Officer initiated a project with the Department of Innovation and Technology that aims to extract information such as prospective and current employee demographics into the Employee Central's modules within HCM. This project would allow for report extraction that is currently non-existent. The project goal for this data and report accessibility is set for December of 2026.

Additionally, CMS continues to identify how resources can be leveraged to move forward with promoting equitable representation and access to State workforce. In FY25, CMS Diversity & Inclusion has secured four Statewide Managers focusing on these efforts. In FY26, the Statewide Managers will be trained and certified to lead interviews and connect with CMS Bureau of Personnel's senior leadership on a quarterly basis. This will allow insight into processes and an opportunity to develop a strategic plan for FY27 that will assess identities of prospective State employees and compare those to the identities of the panelist.



African American Employment Plan Goals

Historically, this report included goals authored by CMS. Such goals included initiatives led by the CMS Diversity & Inclusion team to support agency engagement and facilitate participation in identity-centered recruitment opportunities. For greater alignment and accountability, the Employment Plan Advisory Councils collectively requested agencies produce their own FY25 qualitative and quantitative goals for inclusion in the Employment Plan Report.

In response to Council recommendations, CMS pivoted from enacting self-managed, enterprise-wide goaling initiatives to encouraging agencies to create their own D&I goals. To facilitate this new model, CMS hosted information sessions for agencies to provide guidance on completing the survey and creating agency D&I goals, with opportunities to ask individualized questions for direct support.

When attempting to develop D&I goals, agencies were asked to consider what would an equitable diversity breakdown resemble if all outreach and recruitment efforts were fruitful, what their diversity demographics would look like. To achieve these goals, agencies were asked to develop targeted recruitment strategies following federal and state hiring laws, while increasing the equitable representation of African Americans in the state workforce.

In FY25, CMS D&I continued to provide state agencies with prospective opportunities to build robust African American applicant pipelines in support of their new targeted recruitment strategies and diversity goals, including the following actions:

1. **Proactive Outreach:** Engaging directly with diverse communities across Illinois, especially in regions with significant African American populations to attract a strong representative applicant pool.
2. **Partnerships with Community Organizations:** Collaborating with organizations rooted in African American communities to spread awareness of job opportunities and provide career information.
3. **Educational Institution Partnerships:** Engaging with diverse colleges and universities to gain access to internships and state employment resources, new graduates, and professionals seeking public sector careers.
4. **Events and Networking Opportunities:** Connecting agencies with events, facilitating partnerships, providing career-related presentations, and participating in panel discussions.

These actions are aimed toward attracting African American candidates by enhancing the visibility and accessibility of the vast career opportunities within state government, and fully supported by CMS D&I.

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The table below provides initial (FY25) goal responses as self-reported by agencies for African American Leadership. Further year-over-year data will be collected and reported in this report as agencies attempt to gauge the success of their targeted recruitment efforts and activities.

FY25 African American (AA) Employment Plan Goals

Agency	AA Recruitment Goals	AA SPSA Recruitment Goals	AA PSA Recruitment Goals
Abraham Lincoln Presential Library & Museum	8	5	1
Aging	38	3	9
Agriculture	25	1	1
Arts Council	4	0	1
Central Management Services	120	14	20
Children and Family Services	1623	7	17
Civil Service Commission	0	0	0
Commerce & Economic Opportunity	73	12	16
Commerce Commission	2	0	0
Commission on Equity and Inclusion	20	10	2
Corrections	0	0	0
Council on Developmental Disabilities	1	1	1
Criminal Justice Information Authority	72	7	8
Deaf and Hard of Hearing Commission	1	1	0
Educational Labor Relations Board	0	0	0
Emergency Management Agency	1	1	0
Employment Security	30	26	26
Environmental Protection Agency	75	3	0
Financial and Professional Regulation	92	10	11
Gaming Board	30	0	5
Guardianship & Advocacy Commission	1	1	0
Healthcare and Family Services	358	20	25
Human Rights	43	4	8
Human Rights Commission	0	0	0
Human Services	5749	90	210
Independent Tax Tribunal	0	0	0
Innovation and Technology	170	15	20
Insurance	29	3	4
Juvenile Justice	100	4	4
Labor	26	12	4
Labor Relations Board	3	0	2



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Agency	AA Recruitment Goals	AA SPSA Recruitment Goals	AA PSA Recruitment Goals
Law Enforcement Training & Standards Board	1	0	0
Lottery	0	0	0
Military Affairs	0	0	0
Natural Resources	25	3	3
Office of the State Fire Marshal	8	0	0
Pollution Control Board	0	0	0
Prisoner Review Board	5	1	2
Property Tax Appeal Board	5	0	0
Public Health	250	30	55
Racing Board	2	1	0
Revenue	190	2	3
State Police Merit Board	0	0	0
State Retirement Systems	8	0	0
Torture Inquiry and Relief Commission	2	0	3
Transportation	0	0	0
Workers' Compensation Commission	17	0	1
Totals	9207	287	462



Strategic Recommendations for Advancing African American Employment in Illinois State Government

The **African American Employment Plan Advisory Council**, as part of its ongoing efforts to support the state's commitment to diversity, equity, and inclusion, has developed the following recommendations to enhance African American representation within Illinois state government. These recommendations are the result of the Council's collaborative work throughout FY25, which involved meeting with state agencies to gather input, address concerns, and ensure that these recommendations reflect a comprehensive, inclusive approach. They are included in this report as a result the compilation of Council requests and recommendations during FY 2025 Council meetings.

1. Strengthen Community and Faith-Based Collaboration

- Expand partnerships with community-based and faith-based organizations to increase awareness of state career opportunities.
- Utilize existing community networks, databases, and digital platforms to share job postings directly within African American communities.
- Host quarterly regional “Demystifying State Employment” sessions to clarify state hiring processes and highlight available support resources such as career counseling and application assistance.

2. Expand Regional Recruitment and Placement Efforts

- Prioritize outreach and recruitment activities in regions with higher poverty rates and significant African American populations (e.g., Sangamon County).
- Strengthen follow-up mechanisms to track applicants, referrals, and placements, improving the transition from outreach to hiring.
- Develop targeted community remediation and readiness plans aligned with agency workforce needs, including GED completion, job-readiness, and wraparound support programs.

3. Improve Data, Metrics, and Accountability

- Continue collaboration with the CMS Data Team to standardize and publish workforce data by demographic, classification, and region.
- Establish measurable performance indicators for recruitment, retention, and promotion of African American employees.
- Integrate workforce data and performance findings into the African American Employment Plan Advisory Annual Report and future strategic planning processes.

4. Leverage Council Leadership and Expertise

- Advance development of the African American Employment Plan Advisory Council Strategic Plan (2026) and finalize Council bylaws for review and adoption.
- Implement a coordinated Community Outreach Calendar to identify key events, enhance visibility, and promote council engagement.
- Lead Agency outreach initiatives to align workforce needs with community talent pipelines, schedule agency presentations, and establish a quarterly reporting process.
- Strengthen agency relations to support the achievement African American hiring and leadership goals.



African American Employment Plan Advisory Council Members

CMS is required per the Civil Administrative Code to partner and leverage Governor-appointed Employment Plan Advisory Council members as esteemed subject matter experts in a multitude of industries and committed to advancing Statewide African American workforce representation. The African American Employment Plan Advisory is charged with assisting the development and implementation of solutions germane to the following:

- The prevalence and impact of African American state employees.
- The barriers faced by African American candidates who seek employment or promotional opportunities in state government.
- The professional development, education, training and creation of opportunities for African Americans to secure employment and promotional advancements in state government.

The FY25 Statewide D&I Manager and African American Employment Plan Advisory Council Members

In FY25, the following community and industry leaders were part of the Native American Employment Plan Advisory Council:



Gloria Batey (FY25 Q1-Q2 Council Chair) brings a wealth of experience advocating for African American Diversity, Equity, Inclusion, Accessibility and Belonging in workforce preparedness and employment. She's worked in the fields of Community Engagement, Organizational Change Management (OCM) Communications, Training, Information Technology Consulting, and Adult Education for 30+ years.

Gloria currently serves as the inaugural Statewide Manager for African American Diversity & Inclusion with the State of Illinois. In this new role, Gloria supports the African American Employment Plan Advisory Council in its mission to increase African American employment within the State of Illinois including all levels of professional, management and leadership roles. Gloria serves as the liaison to the Council, other state agency HR/Recruitment offices, the African American community, and statewide identity-based advisory groups. Previous to this affiliation, Gloria rose to Chair of the Council after serving in membership since her gubernatorial appointment in 2019.

Gloria is no stranger to the state, where she previously (2020-2023) served in leadership as the Program Manager, Enterprise Resource Planning (ERP) Organizational Change Management, DoIT, supervising staff and vendor consultants for the creation and implementation of all project communications and employee training for the ERP digital transformation. Gloria earned a Bachelor of Arts in Instructional Design and a Master of Arts in Educating Adults from DePaul University, with honors, along with certification in Organizational Change Management, Adult Education, and Project Management Fundamentals.



William N. Burch (Vice Chair) is a seasoned Business Consultant and Legislative Advocate. With a passion for empowering underserved communities and fostering business growth, William leverages his expertise to assist small businesses in navigating the complexities of the Illinois business landscape. As the CEO of Greene Acres Consulting Group, William is dedicated to creating a more equitable business environment. The firm focuses on measurable equity inclusion for communities historically marginalized by the War on Drugs, providing essential support and resources to emerging entrepreneurs and small businesses.

With a strong foundation in project management and business development, William has honed his skills in dynamic and rapidly evolving industries. He holds a Bachelor of Science in Business Management from Roosevelt University and has pursued advanced studies in Educational Policy at the University of Illinois. Additionally, he is a Certified Scrum Master and a Project Management Professional. William's commitment to excellence is evident in his authorship of "Reasonable Doubts: A Business Mind". This book offers valuable insights and practical strategies for entrepreneurs and business owners.



Rev. Marrice Coverson is the pastor of the Church of the Spirit in Chicago. She is also the Founder of the Institute for Positive Living and the Executive Director of its Open Book Program, a citywide, after-school literacy initiative for adolescents. Rev. Coverson is a visionary with more than 30 years of experience in the non-profit sector. She has held several positions, including Center Director of the Chicago Youth Centers, Elliott Donnelley Youth Center, and Director of the West Side Learning Center at Malcolm X College. Rev. Marrice Coverson is a recipient of the Women of Excellence Black Pearl Award and the Community Leadership Award from the Illinois Institute of Technology. Rev. Coverson has a master's in religious studies from the Chicago Theological Seminary, a Bachelor's in Sociology from Mississippi Valley State University (HBCU), and a master's in public administration from Roosevelt University. She is also a certified life coach and a published author.



Sharryon M. Dunbar is a retired State of Illinois employee. After retirement she worked as a director of a labor organization and independent consultant working with low performing school districts and parent groups. She is a proud HBCU graduate from the University of Arkansas-Pine Bluff.



Dr. Carolyn Day is a passionate advocate for economic empowerment, educational equity, and social justice, currently serving as the Executive Director of the Black United Fund of Illinois (BUFI). With a distinguished background in nonprofit leadership and community development, Carolyn brings over two decades of experience advancing opportunities for underrepresented communities throughout Illinois.

At the helm of BUFI, Carolyn oversees strategic partnerships, grant making initiatives, and programs designed to uplift African American communities through financial literacy, youth development, and grassroots philanthropy. Her leadership is grounded in a deep commitment to collaborative impact, capacity building, and legacy-driven work that honors BUFI's historic mission. A fierce advocate for grassroots leadership and legacy-building, Carolyn engages with cultural organizations that have been designated as a National Treasure, in addition to applying and overseeing as a newly designated organization as an Illinois Preservation Historical Landmark. Her stewardship helped preserve this cultural anchor for future generations, ensuring the story of Black Chicago continues to be honored and protected.

Carolyn's leadership extends beyond BUFI into civic service. She currently serves as: • Council Member, State of Illinois African American Employment Policy Council (Governor appointed) • Trinity United Church of Christ- Trustee Ministry • Board Member, Audit Committee- National Nonprofit Insurance Alliance • The LINKS Inc.-Windy City Chapter.

Carolyn holds a Bachelor of Science in Communication Disorders from Lincoln University in Missouri and a Master of Education in Educational Psychology from Loyola University-Chicago. Her educational and clinical background grounds her work in empathy, accessibility, and equity—ensuring that every policy she advances and program she supports centers the well-being of those it aims to serve.

Carolyn Day exemplifies what it means to be a Standout Nonprofit Leader in Chicago. Her career spans transformative programming, cultural preservation, workforce empowerment, and education equity— all with a commitment to Black self-determination. Known for her visionary leadership and tireless dedication, Carolyn has expanded BUFI's reach across sectors—fostering new alliances with civic, corporate, and faith-based organizations. She is a frequent speaker on topics related to racial equity, nonprofit innovation, and Black-led philanthropy. She not only leads an organization; she uplifts a movement. Her work with BUFI has created a measurable, lasting impact on thousands of lives while setting a national example for what Black-led, community-driven philanthropy can achieve.





Pastor Kevin Anthony Ford has dedicated his life to religious leadership and community service within the Church of God in Christ. He was officially ordained as an Elder by the First Jurisdiction of Illinois on March 25, 2000, and subsequently promoted to his current role as Pastor of St. Paul Church of God in Christ on February 25, 2018. The church is located at 4526 S. Wabash Avenue, Chicago, Illinois.

Pastor Ford's longstanding commitment to his faith, community, and social advocacy is deeply rooted in his family heritage. He is the eldest son of Bishop Charles Mason Ford, a Pastor Emeritus and former Deputy Commissioner of the Chicago Department of Human Services (1985-1995), and the grandson of Bishop Louis Henry Ford, a prominent leader who served as International Presiding Bishop and Chief Apostle of the Church of God in Christ. Notably, a section of Interstate 94, known as "the Bishop Ford Freeway," bears his grandfather's name. Continuing this legacy, Pastor Ford embodies the visionary leadership, passionate advocacy, and humanitarian principles established by his predecessors, actively engaging in initiatives aimed at community upliftment and social justice.

Throughout his ministry, Pastor Ford has championed social justice causes, particularly advocating for the oppressed. In response to the Chicago City Council's decision on November 16, 2011, to revoke water fee exemptions for not-for-profit organizations—including religious institutions—he led the formation of the Interfaith Coalition. This alliance united spiritual leaders across denominations to oppose the fee increase, which threatened essential community services such as homeless shelters, domestic violence programs, and after-school initiatives. After two years of persistent advocacy, the coalition successfully influenced policy reversal, safeguarding vital community resources. The unions supporting this effort, notably the Chicago Building Trades, played a significant role, culminating in a celebratory event at the Pipefitters Training Center.

Recognizing the need for workforce development, Pastor Ford facilitated community employment initiatives through UBM Construction Company for the building of the church's senior facility. He identified significant barriers faced by residents in obtaining union credentials necessary for construction trades employment. To address this, he established the St. Paul Community Development (SPCDM) pre-apprenticeship program, a comprehensive twelve-week curriculum combined with social services designed to prepare oppressed communities for entry into U.S. Department of Labor-registered apprenticeship programs.

Under Pastor Ford's leadership as President, SPCDM has gained statewide recognition for its effectiveness in equipping individuals with the skills required for careers in construction trades. The program boasts a documented history of over 25 years of combined training and placement success, having graduated more than 272 participants from historically underserved communities. These individuals are now eligible to participate in development projects across Illinois, contributing to economic growth and community revitalization.

Methodology

Implementation of modernized data systems at the State of Illinois has continued throughout FY25. As such, data sources for this report are a little different than in recent years. In context of this report, the new data system is referred to as “SuccessFactors”. Other data sources are labelled as needed.

Census data was used to provide an overview of the Illinois population by demographic group. The 2024 American Community Survey (ACS) was used because that is the most recent census data available.

The year-over-year comparison of Personnel Code covered employees (which captures ~90% of the state workforce under the Governor) by demographic group is based on two different data sources: historical data through the first half of FY24 is sourced from PEERS while FY25 data is sourced from SuccessFactors. These two data sources are being used because historical PEERS data is only available through the first half of FY24 and has not yet been fully incorporated into SuccessFactors. The data that is available in SuccessFactors is the best current snapshot of statewide employees by demographic group available.

The current snapshot of employee demographics sourced from SuccessFactors was also aggregated by agency and provided to FY25 Employment Plan/Bilingual Needs & Bilingual Pay Survey agency respondents. As part of the survey, each agency respondent had the opportunity to indicate whether said agency was tracking employee demographics internally and could provide more accurate data. This was intended to account for the fact that the ongoing implementation of SuccessFactors necessitates periodic data updates and not all agency level data is entirely up to date. Where agency level data is reported, the data source is also included which indicates whether that agency provided self-reported data or is relying on SuccessFactors. Note that self-reported agency level data may include employees not covered by the Personnel Code, and therefore not reflected in PEERS data.

CMS worked to source agency responses in all possible segments and charts of this report. All charts in this report include details regarding the data source. Descriptions of data are also included in text to provide additional detail regarding the data source(s).

Contact Information

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Appendix

Individual agency outreach materials and all agency survey answer documents can be found online as 2025 Employment Plan Appendix at:

<https://cms.illinois.gov/personnel/dep/asianep.html>

