



FY 2025 HISPANIC EMPLOYMENT PLAN REPORT



Purpose of This Report & Governing Authority

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

For the purposes of this report, the demographic population is referred to “Hispanic” to align with past employment plan practice and the Hispanic Employment Advisory Council. To incorporate updated language, this report will often use the term, “Latinx” or “Latinos” when referring to the same community.

This report serves as the plan to ensure diversity, equity and inclusion for Hispanic persons employed or seeking employment in State government. In accordance with State statute, 20 ILCS 405/405-120, the Illinois Department of Central Management Services (CMS), is statutorily designated to develop the Hispanic Employment Plan, monitor State agency compliance, and receive agencies’ annual reports regarding their efforts to implement the prior year’s Hispanic Employment Plan.

CMS annually surveys State agencies to gather data relevant to assess progress toward the goal of increasing representation of Hispanic employees in the State workforce, monitor compliance with prior Employment Plan goals, and support meeting future Employment Plan goals. This includes 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 is reflective of 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 fiscal year (FY25) Hispanic Employment Plan Report provides an analysis of fundamental data to indicate the progress of efforts to develop the State of Illinois as a diverse, inclusive, and accessible employer. Annual data comparisons of current State employees are provided to gauge the success of creating a workforce that reflects the diversity of our State and a workplace that provides equitable opportunities for all.

CMS Diversity & Inclusion produces this report by presenting an annual survey to agencies in accordance with Civil Administrative Code, [20 ILCS 405](#). Of the surveys disseminated in FY25, CMS D&I received a total of 47 agency responses. These responses are factored into authoring enterprise-wide goals and coordinating the efforts of the Hispanic Employment Plan Advisory Council.

While this report indicates a positive trend in representation over the past five years, the State of Illinois still has a demonstrable need for improvement. The data reveals an overall increase in the number of Hispanic/Latinx State employees by 977 individuals from 3,618 in FY24 to 4,595 in FY25. That increase is indicative of the overall growth of the State's total workforce but also shows a five-year incremental growth in the percentage of Hispanic/Latinx State employees from 6.7% in FY20 to 7.7% in FY25. This representation is significantly below the Hispanic/Latinx population in Illinois and shows there remains a need to strengthen representation of Hispanics in State leadership positions as Public Service Administrators (PSAs) and Senior Public Service Administrators (SPSAs).

Contributing to these positive trends is an increase in State Agency cooperation and participation in several diversity, equity, and inclusion initiatives including identity-based community outreach, the development of new partnerships in communities of color, and the growth of statewide internship programs such as the CMS D&I Community Partner Internship Program.

In FY25, agencies reported 153 interns across 47 participating agencies with 13 of them identifying as Hispanic/Latinx. Additionally, agency participation in the CMS D&I Community Partner Internship Program, led to a 13.6% increase to 25 internships in FY25, from 22 in FY24, with. That most recent cohort included five interns that self-identified as Hispanic/Latinx.

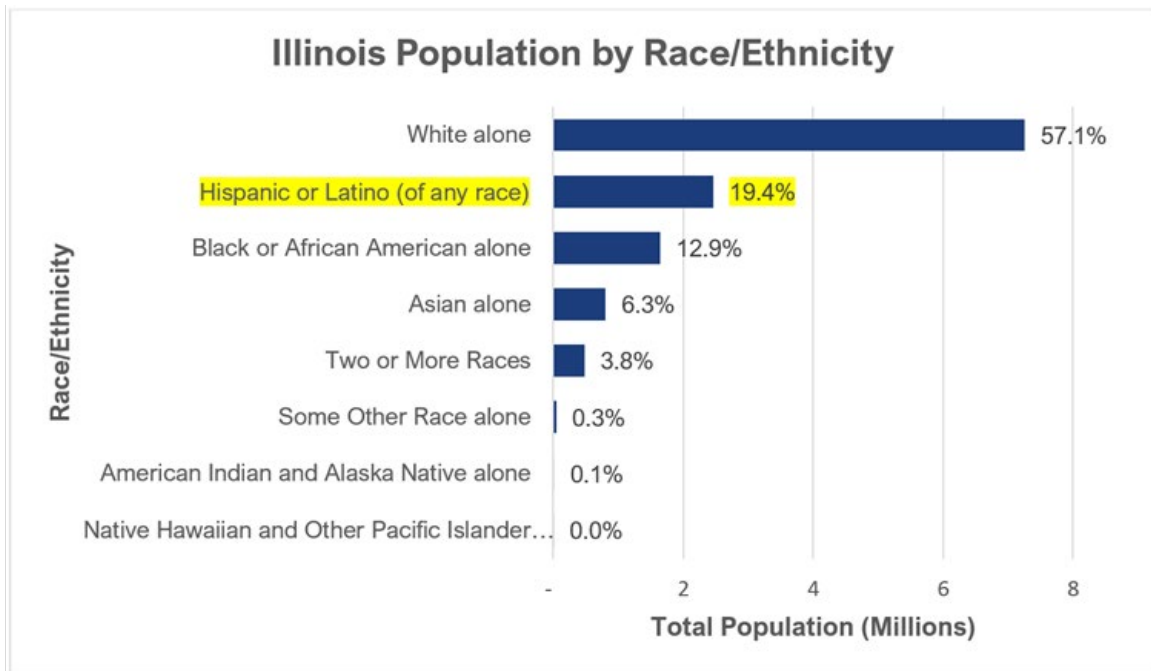
The data presented indicates that as the State of Illinois and its agencies continue an ongoing commitment to diversity, equity, and inclusion in hiring, employment, and promotion throughout the State, these disparities will continue to improve. CMS Diversity & Inclusion remains committed to serving as a key resource, providing tools and support to help all agencies enhance their efforts to recruit Hispanic employees within the State of Illinois.



Government Workforce Representation for Hispanics/Latinx 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, which indicates a decrease of 102,350 (-0.8%) from the 2020 Decennial Census (12,812,508).

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.

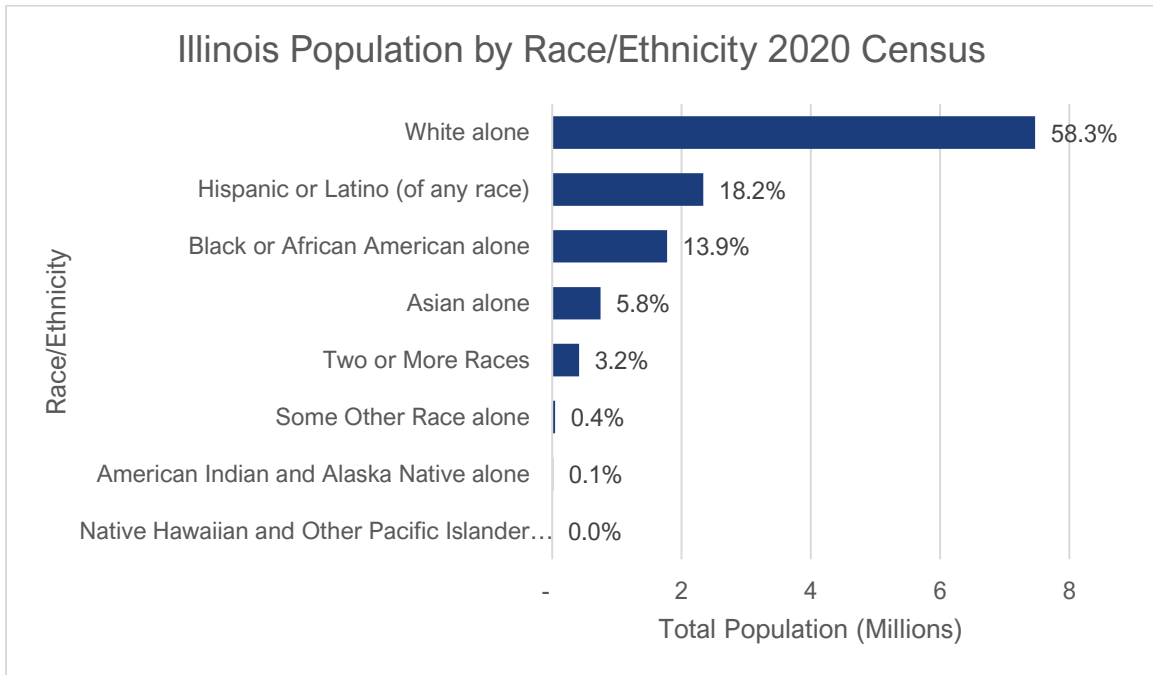


Source: 2024 American Community Survey (ACS), Table DP05; “Race Alone” indicates respondents that do not identify as Hispanic or Latino

Many individuals may choose to respond to more than one racial or ethnic category. This is referred to by the Census as the alone or in combination population, which is the method used to report individual population numbers. In previous years, this report included responses of more than one racial or ethnic categories.

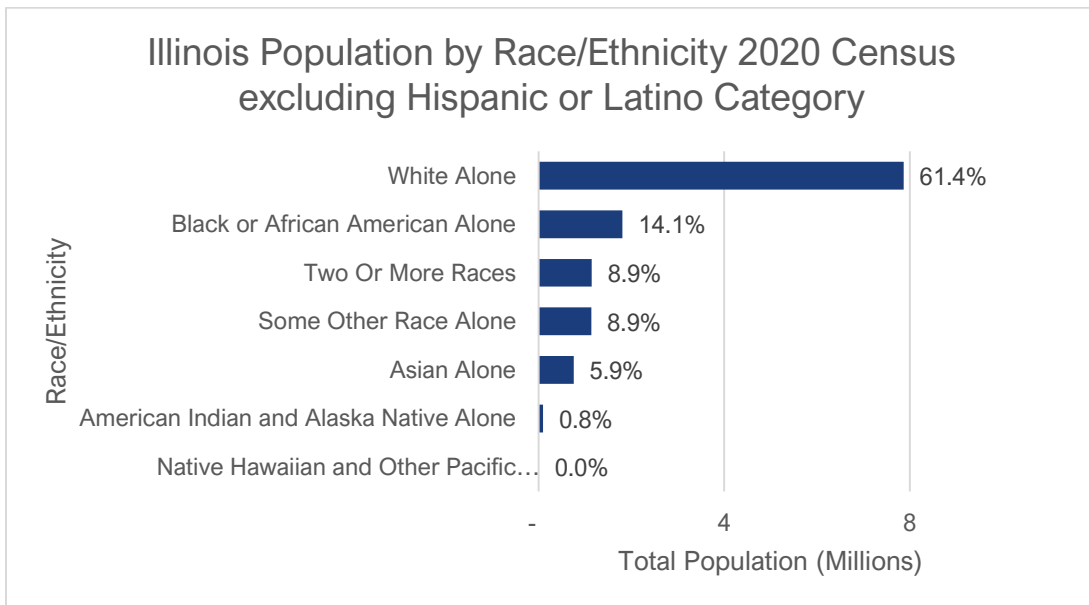
According to the 2024 United States Census’ American Community Survey, *Hispanic or Latino* population in Illinois is 19.4% or about 2,462,768 people.

The following tables and charts focus on the 2020 Decennial Census Data and Reporting



Source: 2020 Decennial Survey, Tables P12 and PCT12; "Race Alone" indicates respondents that do not identify as Hispanic or Latino

The 2020 Decennial Census includes Hispanic or Latino Category and shows that 2,337,410 Illinoisans reported as being Hispanic or Latino, or the 18.2% reflected in the bar graph.



Source: 2020 Decennial Survey, Tables P12 and PCT12

The 2020 Decennial Census table that excludes Hispanic or Latino Category looks as follows and is represented in the bar graph above:

Year	Race/Ethnicity	Population	% Population
2020	Native Hawaiian and Other Pacific Islander Alone	4,501	0.0%
2020	American Indian and Alaska Native Alone	96,498	0.8%
2020	Asian Alone	754,878	5.9%
2020	Some Other Race Alone	1,135,149	8.9%
2020	Two Or More Races	1,144,984	8.9%
2020	Black or African American Alone	1,808,271	14.1%
2020	White Alone	7,868,227	61.4%

The exclusion of the Hispanic or Latino Category shows how Hispanic or Latino respondents identify if they are required to select a specific Race/Ethnicity, with 77.8% considering themselves some other race or two or more races in the table and chart below:

Year	Race/Ethnicity	Population	% Population
2020	Native Hawaiian and Other Pacific Islander Alone	1,542	0.1%
2020	American Indian and Alaska Native Alone	79,937	3.4%
2020	Asian Alone	7,598	0.3%
2020	Some Other Race Alone	1,090,069	46.6%
2020	Two Or More Races	730,129	31.2%
2020	Black or African American Alone	32,659	1.4%
2020	White Alone	395,476	16.9%
	Total	2,337,410	100.0%

Source: 2020 Decennial Survey, Tables P12 and PCT12

Agency Survey Responses

Every year, CMS produces a survey to complement otherwise accessible data for this report. Agencies were asked to provide their own employment numbers, along with recruitment efforts and statutorily required data sets.

A sample of some of the survey questions are included below. To review the entire survey with responses, please examine the appendix referenced at end of this report.

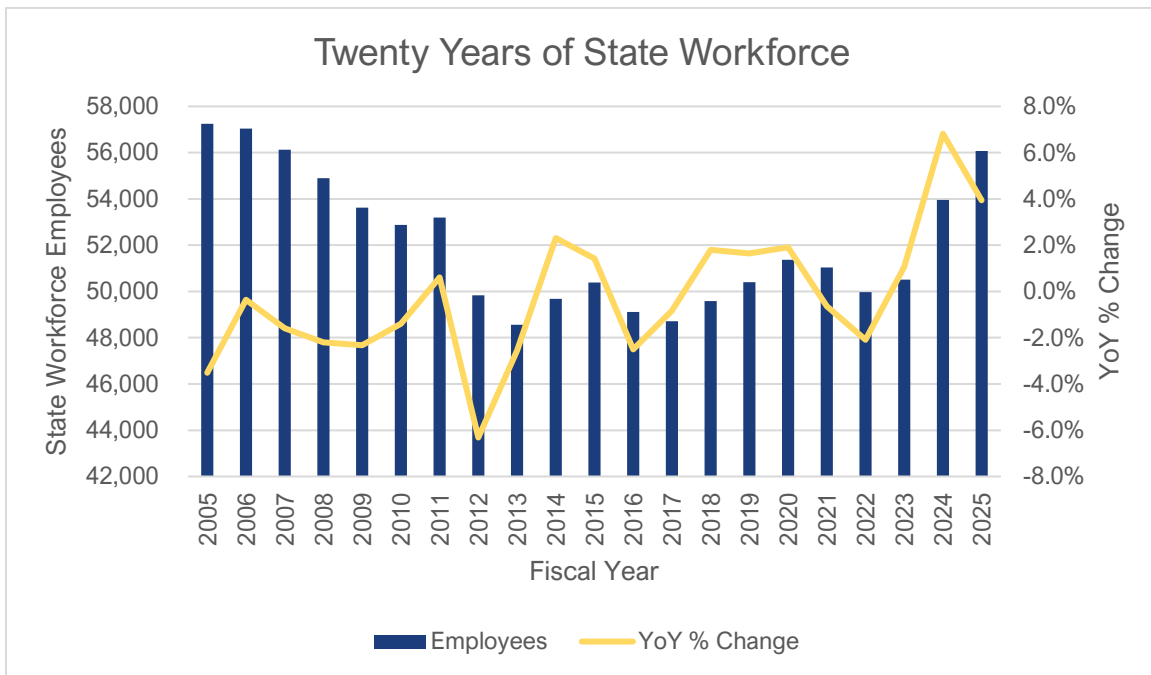
Survey Questions
Recruitment
Provide the total number of employees with responsibilities that routinely include employment outreach and recruitment.
For hiring outreach, please indicate all organizations with which your agency/organization liaise as part of your diversity hiring efforts (community organizations, non-profits, etc.)
Internship
How many paid interns did your agency hire during fiscal year 2025?
How many interns did your agency hire during fiscal year 2025 who were unpaid and did not work in exchange for educational credit?
Interviews
How many Hispanic employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2025?
Provide the total number of employees with responsibilities that routinely include selecting job candidates for interview who are African American, Asian American, Hispanic, and/or Native American.
Bilingual
During Fiscal Year 2025, how many employees did your agency hire into positions designated with the bilingual option?
How does your agency track bilingual interactions?

Workforce By Year

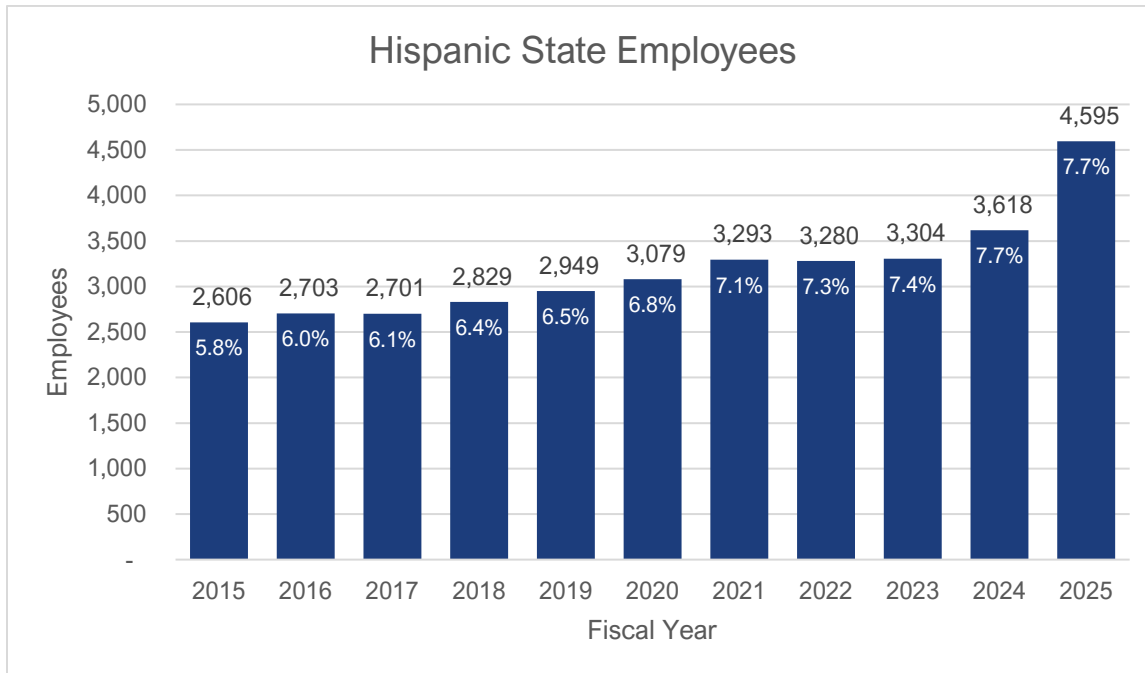
The State of Illinois is currently amid a technology transformation of its Human Resources (HR) systems. While paused in early stages of transformation, namely the build and implementation of digital and cloud hiring capabilities, the State continues to work through challenges related to the migration and updating of employee-specific data.

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 Hispanic/Latinx 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 diversity of agency staff by percentage. Where available, agencies have self-reported these metrics. Otherwise, data is sourced from SuccessFactors. Each data source is indicated in the right-hand Data Source column.

Agency	Percentage of African American Employees	Percentage of Asian American Employees	Percentage of Hispanic Employees	Percentage of 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
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

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Agency	Percentage of African American Employees	Percentage of Asian American Employees	Percentage of Hispanic Employees	Percentage of Native American Employees	Data Source
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
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



Agency	Percentage of African American Employees	Percentage of Asian American Employees	Percentage of Hispanic Employees	Percentage of Native American Employees	Data Source
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



Hispanics/Latinx in Leadership by Agency

All agencies were invited to provide further detail of their Hispanic/Latinx 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 not represented by a labor union. Approximately 40% of SPSAs are in at will positions.

Agency submissions detailing the total number of agency employees, the total number of Hispanic/Latinx employees in full numbers and percentage calculations, as well as a leadership breakdown by PSA and SPSA categories can be identified in the table below.

Where available, agencies have self-reported these metrics. Otherwise, data is sourced from SuccessFactors. Each data source is indicated in the Data Source column.

Agency	Total Agency Employees	Total Hispanic Employees	Percentage of Hispanic Employees	Total Hispanic SPSA	Total Hispanic PSA	Data Source
Abraham Lincoln Presential Library & Museum	100	1	1.0%	0	0	Success Factors
Aging	173	19	11.0%	1	0	Self-reported
Agriculture	1,104	24	2.2%	0	1	Success Factors
Arts Council	20	4	20.0%	2	0	Self-reported
Central Management Services	806	31	3.8%	4	6	Self-reported
Children and Family Services	3,934	383	9.7%	9	53	Self-reported

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Agency	Total Agency Employees	Total Hispanic Employees	Percentage of Hispanic Employees	Total Hispanic SPSA	Total Hispanic PSA	Data Source
Civil Service Commission	4	0	0.0%	0	0	Self-reported
Commerce & Economic Opportunity	412	33	8.0%	10	6	Self-reported
Commerce Commission	60	3	5.0%	0	0	Self-reported
Commission on Equity and Inclusion	28	11	39.3%	2	2	Success Factors
Corrections	12,119	489	4.0%	2	10	Success Factors
Council on Developmental Disabilities	6	0	0.0%	0	0	Self-reported
Criminal Justice Information Authority	182	19	10.4%	1	0	Self-reported
Deaf and Hard of Hearing Commission	5	0	0.0%	0	0	Self-reported
Educational Labor Relations Board	8	0	0.0%	0	0	Success Factors
Emergency Management Agency	183	6	3.3%	1	1	Success Factors
Employment Security	1,130	232	20.5%	8	9	Self-reported
Environmental Protection Agency	786	35	4.5%	2	0	Self-reported
Financial and Professional Regulation	475	53	11.2%	6	4	Self-reported
Gaming Board	217	18	8.3%	1	0	Self-reported
Guardianship & Advocacy Commission	135	17	12.6%	1	1	Self-reported



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Agency	Total Agency Employees	Total Hispanic Employees	Percentage of Hispanic Employees	Total Hispanic SPSA	Total Hispanic PSA	Data Source
Healthcare and Family Services	1,917	162	8.5%	7	5	Self-reported
Human Rights	126	37	29.4%	2	6	Self-reported
Human Rights Commission	34	10	29.4%	1	1	Success Factors
Human Services	15,548	1,820	11.7%	26	80	Self-reported
Independent Tax Tribunal	1	0	0.0%	0	0	Success Factors
Innovation and Technology	1,381	45	3.3%	4	6	Self-reported
Insurance	286	17	5.9%	4	1	Self-reported
Juvenile Justice	610	46	7.5%	1	0	Self-reported
Labor	118	37	31.4%	0	2	Self-reported
Labor Relations Board	15	0	0.0%	0	0	Success Factors
Law Enforcement Training & Standards Board	52	1	1.9%	0	0	Self-reported
Lottery	173	14	8.1%	0	0	Success Factors
Military Affairs	196	4	2.0%	0	0	Success Factors
Natural Resources	1,186	20	1.7%	2	0	Self-reported
Office of the State Fire Marshal	187	6	3.2%	0	2	Success Factors
Pollution Control Board	18	0	0.0%	0	0	Success Factors



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Agency	Total Agency Employees	Total Hispanic Employees	Percentage of Hispanic Employees	Total Hispanic SPSA	Total Hispanic PSA	Data Source
Prisoner Review Board	30	1	3.3%	0	0	Self-reported
Property Tax Appeal Board	39	2	5.1%	0	1	Success Factors
Public Health	1,317	79	6.0%	4	12	Success Factors
Racing Board	13	1	7.7%	0	0	Self-reported
Revenue	1,373	65	4.7%	0	7	Self-reported
State Police Merit Board	3	0	0.0%	0	0	Success Factors
State Retirement Systems	108	1	0.9%	1	0	Self-reported
Transportation	6,362	422	6.6%	3	0	Success Factors
Workers' Compensation Commission	117	16	13.7%	1	2	Success Factors



Agency Budget Allocations for Recruitment Efforts

The FY25 CMS Employment Plan Survey also asked agencies a series of questions aimed to assess budget allocations for recruitment efforts to attract diverse employees.

Agencies were given the option to indicate if they had budgeted resources toward 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 any budget allocation for the outreach and recruitment efforts to increase representation of African Americans, Hispanics, Asian Americans, and Native Americans in the workforce.

An empty box identifies those agencies that did not specifically budget for this work 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

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, 18 reported having an employee responsible for outreach and recruitment to the Hispanic community, 29 did not.

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

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

Of agencies responding, seven reported to having an employee with that such authority. Of those:

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

Agencies that do not currently have an employee dedicated to recruitment or outreach within these specific identity-based communities, or chose not to respond, are represented 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
Educational Labor Relations Board	X		X	
Emergency Management Agency				

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Agency	African American	Asian American	Hispanic	Native American
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

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

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.

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 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 Institute Native American Chamber 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
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

Agency	Organizations
	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; MIXED Student Association Undergraduate Student Group; National Able Network; National Alumnae Association of

Agency	Organizations
	<p>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</p>
State Retirement Systems	<p>Illinois Association of Hispanic State Employees; Illinois Asian American State Employees Association</p>
Torture Inquiry and Relief Commission	<p>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.</p>
Transportation	<p>NAACP; SWE; NSBE; SASE; SHPE; Urban Leagues; The Outlet; Numerous churches; Illinois Farm Bureaus;</p>

Agencies that responded that have not liaised 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
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



Internships and Post-Secondary Education Recruitment

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, 13 identified as Hispanic. Of those agencies, 15 reported engaging in recruitment activities with federally designated Hispanic Serving Institutions (HSIs) 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.

This 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.

Of the 25 students who participated in the FY25 cohort, 10 identified as African American, eight identified as Asian American/Asian/Multi-Ethnic Asian, four identified as Hispanic and/or Latinx, and three identified as Native American.

The chart below provides an analysis of FY25 and FY24 Intern Cohort participation, which demonstrates the continued commitment to offer college students exposure into the world of work at the State.

Identity	FY24	FY25	+/-%
African American	11	10	- 9%
Asian American	5	8	+60%
Latinx / Hispanic	5	4	-20%
Native American	0	3	+300%

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, of the eight interns, two of them identify as Hispanic/Latinx. Additionally, during their final presentations, a notable majority of 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

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

Self-Identification	Agency	Intern Enrollment	Community Partner
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
Hispanic a 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

Self-Identification	Agency	Intern Enrollment	Community Partner
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
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
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



CMS D&I Community Internship Program Partners
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
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

CMS D&I Community Internship Program Partners
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 of the 47 participating agencies toward Minority-Serving Institutions (MSIs). Headers includes acronyms for the federal designations: Historically Black Colleges and Universities (HBCU); Hispanic Serving Institutions (HSI); Asian American and Native American Pacific Islander Serving Institutions (AANAPISI); Native American-Serving Nontribal Institutions (NASNTI) and Tribal Colleges Universities (TCU).

Agency	HBCU	AANAPISI	HSI	NASNTI and TCU	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	

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Agency	HBCU	AANAPISI	HSI	NASNTI and TCU	None
Environmental Protection Agency					X
Financial and Professional Regulation					X
Gaming Board	X	X	X		
Guardianship & Advocacy Commission					X
Healthcare and Family Services	X		X		
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	
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	

Agency	Illinois Community Colleges	Illinois Public State Universities	None
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
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 Hispanic 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 automatize 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.



Hispanic Employment Plan: Goals for FY26

In years past, this portion of the report included goals that were authored by CMS. Goals included initiatives led by CMS Diversity & Inclusion to support all agency participation to engage in identity-centered opportunities that supported recruitment needs. In response to requests from diverse members of Employment Plan Advisory Councils, CMS has stepped back from proposing self-managed, enterprise-wide initiatives as goals. Instead, the Employment Plan Advisory Council Members, requested agencies produce their own quantitative goals for FY26 to be included in this report. Agencies were invited to the FY25 CMS information sessions in the fall where guidance for survey completion was provided with opportunity for questions.

Agencies were asked to consider what a satisfactory outcome would be if all their outreach and recruitment efforts were fruitful. To achieve these goals, agencies must develop a targeted recruitment strategy whereby federal and State hiring laws are followed while simultaneously, increasing the equitable representation of Hispanic/Latinx in the State workforce.

In FY26, CMS D&I will continue to provide State agencies with the following opportunities to build a robust pipeline of Hispanic/Latinx prospective applicants that supports their targeted recruitment strategies and new goals:

1. **Proactive Outreach:** Engaging directly with diverse communities across Illinois, especially in regions with significant Hispanic/Latinx populations, to attract a more representative applicant pool.
2. **Partnerships with Community Organizations:** Collaborating with organizations rooted in Hispanic/Latinx communities to spread awareness of job opportunities and provide career information.
3. **Educational Institution Partnerships:** Engaging with diverse colleges and universities which will offer access to internships and State employment resources to new graduates and professionals seeking public sector careers.
4. **Events and Networking Opportunities:** CMS will assist by connecting agencies with events, facilitating partnerships, providing career-related presentations, and participating in panel discussions. These efforts will further enhance visibility and appeal of State government roles for Hispanics.



The table below provides the second-year responses provided by State agencies as they attempt to gauge outcomes from successful recruitment efforts targeting Hispanic candidates:

FY26 Hispanic Employment Plan Goals

Agency	Total Hispanic Recruitment Goal	Hispanic SPSA Recruitment Goal	Hispanic PSA Recruitment Goal
Abraham Lincoln Presential Library & Museum	2	1	0
Aging	21	1	1
Agriculture	19	1	1
Arts Council	4	2	0
Central Management Services	36	5	8
Children and Family Services	381	1	2
Civil Service Commission	0	0	0
Commerce & Economic Opportunity	42	13	10
Commerce Commission	2	0	0
Commission on Equity and Inclusion	14	4	2
Corrections	0	0	0
Council on Developmental Disabilities	0	0	0
Criminal Justice Information Authority	20	1	1
Deaf and Hard of Hearing Commission	0	0	0
Educational Labor Relations Board	0	0	0
Emergency Management Agency	1	1	0
Employment Security	21	17	17
Environmental Protection Agency	55	3	0
Financial and Professional Regulation	60	8	6
Gaming Board	22	1	1
Guardianship & Advocacy Commission	0	0	0
Healthcare and Family Services	178	8	6
Human Rights	45	2	7
Human Rights Commission	0	0	0
Human Services	1850	30	85
Independent Tax Tribunal	0	0	0
Innovation and Technology	70	10	7
Insurance	21	6	3
Juvenile Justice	98	2	2
Labor	21	2	1
Labor Relations Board	0	0	0
Law Enforcement Training & Standards Board	1	0	0

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Agency	Total Hispanic Recruitment Goal	Hispanic SPSA Recruitment Goal	Hispanic PSA Recruitment Goal
Lottery	0	0	0
Military Affairs	0	0	0
Natural Resources	25	3	2
Office of the State Fire Marshal	6	0	0
Pollution Control Board	0	0	0
Prisoner Review Board	2	0	1
Property Tax Appeal Board	5	0	1
Public Health	95	8	20
Racing Board	1	0	0
Revenue	74	1	1
State Police Merit Board	0	0	0
State Retirement Systems	1	0	0
Torture Inquiry and Relief Commission	1	0	1
Transportation	0	0	0
Workers' Compensation Commission	13	1	2



Strategic Recommendations for Advancing Latinx Employment in Illinois State Government

The **Hispanic Employment Plan Advisory Council (HEPAC)**, as part of its ongoing efforts to support the State's commitment to promote equity in State workforce, has developed recommendations to enhance Latinx representation within Illinois State government. These recommendations reflect key discussions and findings of the Council's collaborative work throughout FY25. They are intended to guide continued progress in recruitment, hiring, retention, and data transparency for Hispanic/Latinx and other underrepresented populations within the state workforce building on each prior years' work.

1. Strengthening the Statewide Talent Pool and Number of Applicants

The Council reaffirms its commitment to developing a statewide talent pipeline to increase diversity and representation in state employment.

- Expand collaboration with higher education institutions, community colleges, nonprofit organizations, and community-based partners to identify and prepare diverse applicants.
- Implement a *train-the-trainer* model to enable partners to assist applicants in navigating the State employment process.
- Develop measurable *metrics* that document the candidate journey from application through hire to identify points of attrition.
- Provide quarterly updates on progress to ensure alignment with statewide diversity and inclusion goals.

2. Advancing Bilingual Access, Language Equity, and Pay Equity

The Council supports the establishment of new positions and initiatives focused on bilingual access and language equity.

- Conduct a statewide *bilingual needs assessment* to identify workforce gaps and ensure equitable language coverage across all regions.
- Implement a *tiered bilingual pay model* in alignment with state language access guidelines and requirements.
- Recognize bilingual and bicultural skills as assets in hiring, promotion, and retention.
- Develop and distribute clear communication materials to agencies and employees on the updated language access framework and bilingual pay policies.

3. Improving Data Integrity, Transparency, and Accountability

The Council acknowledges ongoing improvements in data accessibility through SuccessFactors and recommends continued enhancements to ensure accuracy, consistency, and utility.

- Provide agencies with access to applicant pool data, including information on applicants who meet minimum qualifications and final hire outcomes.
- Develop a centralized tracking system to integrate data from all state agencies for comprehensive workforce reporting.
- Disaggregate workforce and applicant data by ethnicity, bilingual status, veteran status, and other key demographics.



- Standardize agency reporting templates to include *retention data*, *applicant-to-hire conversion rates*, and *causes of attrition*.
- Establish quarterly workforce data dashboards for Employment Plan Advisory Council review and monitoring.
- Reconciling the data between PEERS and SuccessFactors to track the progress applicant pool data.

4. Hispanic/Latinx Veteran Recruitment and Retention

The Council supports efforts to enhance outreach and employment opportunities for Latino and Hispanic veterans.

- Strengthen collaboration among State agencies responsible for veteran services to improve job matching and resource coordination.
- Develop tracking systems to measure the number of Latino and Hispanic veterans applying for and being hired into state positions.
- Use bilingual and culturally relevant materials at all veteran recruitment events.
- Establish *National Hire a Veteran Day* as an annual statewide outreach event promoting state employment opportunities.
- Evaluate current partnerships with veteran organizations to identify best practices and areas for improvement.

5. Recruitment, Retention, and Equity Across Agencies

- Use data from Employment Plan reports to establish measurable, time-bound diversity and equity goals.
- Conduct wage equity and retention analyses to identify and correct disparities.
- Expand participation in community-based recruitment events, bilingual job fairs, and educational partnerships.
- Utilize digital tools such as applicant feedback systems to enhance transparency and improve reapplication rates.
- Continue to streamline the hiring process with the goal to reduce time-to-hire and prevent applicant attrition.

6. Council Engagement and Collaboration with State Agencies

The Council encourages stronger collaboration with agencies to ensure accountability and progress monitoring.

- Increase the Council's meeting schedule from quarterly to five times per year to support ongoing evaluation and responsiveness.
- Maintain structured engagement with assigned agencies to review employment plan data and diversity progress.
- Utilize standardized questions and templates to ensure consistency in agency presentations and reporting.
- Include bilingual and veteran representation in agency meetings to ensure broader inclusivity in planning and implementation.



7. Latino Unity Day and Community Engagement

The Council commends the success of Latino Unity Day as a statewide engagement initiative.

- Continue to expand participation from agencies and public stakeholders.
- Focus programming on employment pathways, language equity, and leadership development.
- Recognize Latino Unity Day as an annual milestone to highlight progress on Hispanic and Latinx representation within state employment and government

8. Implementation and Next Steps

The Council recommends the following immediate actions to support implementation of these goals:

- Finalize the formation of the *Hispanic Employment Plan Survey Committee* and *Bilingual Needs & Pay Survey Committee*.
- Review prior survey data to assess trends and improve data collection instruments for upcoming cycles.
- Develop benchmarks and deliverables tied to each recommendation area, to be reviewed at the next Council meeting.
- Ensure agency-level accountability through regular progress tracking and data validation.



Hispanic Employment Plan Advisory Council

CMS is required per the Civil Administrative Code to partner and work with Governor-appointed subject matter experts, who make up the Hispanic Employment Plan Advisory Council, to examine and assist in providing solutions for the following:

- The prevalence and impact of Latinx state employees
- The barriers faced by Latinx candidates seeking employment or promotional opportunities in State government
- Additional professional development, education, and training opportunities that could be offered to foster the employment and promotion of Latinx employees in State government

The following community and industry leaders were part of the Hispanic Employment Plan Advisory Council in FY25.



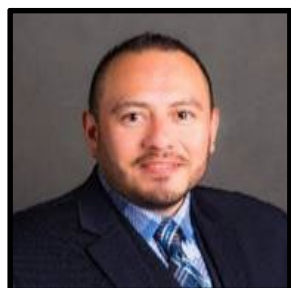
Carlos R. Charneco (Council-Chair) is a retired State Employee with 38 years of state civil service. A graduate from Northwestern University he started his career with the Illinois Department of Employment Security (IDES) in 1980. He later worked for Central Management Services as the Diversity Manager and at the Illinois Department of Commerce & Economic Opportunity. In 2009, Mr. Charneco was the recipient of the William J. Harris Award, established by National Association of State Workforce Agencies (NASWA) to recognize excellence in the field of equal opportunity (EO). He has served as the past President of the Illinois Association of Hispanic State Employees (IAHSE) and past President of the Illinois International Association of Workforce Professionals (IAWP).



Dr. Layla Suleiman González (Council Vice-Chair) has an extensive background in navigating complex intergovernmental, community, and philanthropic relationships and is deeply committed to inclusion, leadership development, stakeholder engagement, education, health and human services. Layla is currently the Director of the Human Services Program at Loyola University Chicago. Previously, Layla has worked at DePaul University as Assistant Professor, Department of Education Policy Studies and Research and Aunt Martha's Youth Service Center as Chief Strategy and Innovation Officer. Layla earned her Juris Doctorate and a Certificate from DePaul University College of Law; she also has a Ph.D. in Psychology and Bachelor of Science in Applied Psychology from the Loyola University Chicago.



Ana Guajardo Carillo is a veteran, respected community leader, and the co-founder and Executive Director of a community organization based in South Chicago who has spent much of her personal and professional career organizing on the Southeast Side of Chicago and the South Suburbs. Ana cofounded the Illinois Worker Cooperative Alliance and has worked as a community organizer with the Illinois Coalition for Immigrant and Refugee Rights (ICIRR). In 2008, Ana cofounded *Centro de Trabajadores Unidos* with a group of Southeast Side residents and workers and became the first Executive Director of the organization. Ana served in the Illinois National Guard for 7.5 years. She holds a Bachelor of Arts Degree in Political Science from Chicago State university, and a master's degree in public policy from the University of Minnesota, Hubert H. Humphrey Institute.



Jose M. Muñoz is the CEO of La Casa Norte, a Chicago-based organization dedicated to supporting youth and families facing homelessness. With over 20 years of experience in executive management, government affairs, and public relations, Jose is a passionate advocate for social justice and Latino empowerment. He co-chairs the Illinois Latino Agenda and serves on the Governor's Community Advisory Council on Homelessness and the board of Neighborhood Housing Services. At La Casa Norte, he has pioneered initiatives like Heal the Hood and the Hope for Homes campaign, advancing crucial support for housing-insecure communities. Previously, he held leadership roles such as Chairman of the Illinois Hispanic Employment Plan Council, Chief Marketing Officer in the Illinois Governor's Office, Deputy Commissioner of Public Health, and Commissioner for the Chicago Park District, where he was appointed by Mayor Lori Lightfoot in 2019. His work has earned national recognition, particularly for engaging hard-to-reach groups such as ethnic minorities and millennials. Jose's dedication to community-driven change is rooted in his own life experiences and resilience. He holds a Bachelor of Business Administration, Summa Cum Laude, from Chicago State University and is an EMBA candidate at Northwestern University's Kellogg School of Management.



Kenny Martín-Ocasio is a nonprofit executive consultant with more than 37 years of leadership experience in the areas of health and human services. He previously served as the Senior Vice President of Community Integration at Aunt Martha's Health & Wellness. He has dedicated his career working towards the professional, social economic, and educational advancement of minorities, especially Latinos and the LGBTQ community. He has served as president of the DuPage Hispanic Task Force and is now the vice-president, co-chair of the Latino Consortium, member of the Illinois Latino Agenda, the Latino Youth Action Coalition, and in the Cook County President's Latino Advisory. For the last twelve years, has served as a board member and volunteer of the Association of Latino(as) Motivation Action, he fights for equal rights



of the Latino LGBT community. Kenny received his Bachelor of Arts, Special Education degree from Northeastern Illinois University, and a Master of Science in Health Services Administration.



Patricia Mota currently serves as the President & CEO for the Hispanic Alliance for Career Enhancement (HACE), leading strategy, fundraising and development, leadership programs, and expanding impact on a national and international scale. Patricia leads with a diverse industry background, from cofounding a nonprofit, leading in community affairs for local government, marketing for corporate utilities company, to administration in higher education, to circling back to nonprofit at HACE as a Director in 2010, Sr. Director in 2012, then CEO in 2015. Patricia has a strong history of serving the community and was most recently appointed as a council member on the Illinois Hispanic Employment Plan Advisory Council and named Crain's Business Chicago Top 25 Most Powerful Latinos in 2019. Patricia earned a double Bachelor of Arts degree from Indiana University-Bloomington in Spanish and Communication & Culture and a Master in Public Affairs (MPA) in Public Management from Indiana University's School of Public & Environmental Affairs (SPEA)-Indianapolis. Patricia is also a certified leadership coach, Insights Discovery© licensed.



Giraldo Rosales joins the fellow council members who have been instrumental in building a vision for identity-based outreach and recruitment efforts. Prior to beginning his service on the Council, Giraldo has led as a Serve Illinois Commissioner, Champaign County Board Member, and member of the Champaign City Council. In addition, Mr. Rosales brings expertise from his successful tenure promoting Latinx student and employee equity at the University of Illinois at Urbana-Champaign.



Roberto Sepúlveda is a Consultant and an HR Professional who has focused his efforts on increasing diversity and inclusion in the corporate world as well as increasing diversity in government and politics. His career has included diversity roles with Sara Lee Corp. and the Hispanic Alliance for Career Enhancement (HACE). An active figure in his community, he has served on the board of directors of the West Cook YMCA, the Triton College Community Advisory Committee, and the Maywood Rotary Club. He currently serves on the Board of Directors of Centro de Información.

A native of Melrose Park, IL, Mr. Sepúlveda earned his MBA in 2010 from Dominican University's Brennan School of Business (River Forest).

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 “SuccessFactor”. 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 the 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/hep.html>

