



State of Illinois  
Illinois Department of Central Management Services

---

# STATE OF ILLINOIS 2016

## *Asian American Employment Plan*



Respectfully submitted to the Illinois General Assembly  
by Central Management Services





## OFFICE OF THE GOVERNOR

207 STATE HOUSE  
SPRINGFIELD, ILLINOIS 62706

**BRUCE RAUNER**  
GOVERNOR

February 1, 2016

Dear General Assembly Member,

The State of Illinois is an incredibly diverse state, and we benefit from that diversity. As such, our state workforce should more accurately reflect the diversity of Illinois. Attached you will find the 2016 State Asian American Employment Plan report, which shows increased access to state employment for Asian Americans. The report outlines the action steps of coded state agencies striving for a state workforce that more accurately reflects the diversity of Illinois.

During this reporting period, my Administration collaborated with the Asian American Employment Plan Advisory Council and assisted in the development of this plan in collaboration with the Illinois Department of Central Management Services. While we continue to make progress there is always room for improvement to achieve full representation of Asian Americans at all levels of state government.

I believe sustained efforts are required to create a more inclusive and representative state workforce to ensure Illinois remains a leader in diverse employment practices and serves as an example for all Illinois employers. The Asian American Employment Plan will continue to be part of my Administration's unwavering commitment to building a workforce that truly reflects the diversity throughout the Land of Lincoln.

Illinois faces daunting fiscal challenges but I remain committed to promoting a work environment that is inclusive of everyone and leaves no one left out. I am confident that the Illinois Department of Central Management Services' Diversity Enrichment Program will continue to partner with the Asian American Employment Plan Council to meet the goals and objectives outlined in this year's plan.

Sincerely,

A handwritten signature in black ink that reads "Bruce Rauner".

Bruce Rauner  
Governor







ILLINOIS

Bruce Rauner, Governor

DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

Michael M. Hoffman, Acting Director

February 1, 2016

Dear General Assembly Member:

Enclosed please find an electronic copy of the 2016 State Asian American Employment Plan, which the Department of Central Management Services is required to prepare and submit to the General Assembly, pursuant to Public Act 097-0856, reporting each agency's activities in implementing the plan.

Outlined in the body of this report you will find information on the status of the Asian American workforce of individual agencies, as well as their accomplishments in meeting the objectives of this important legislation. We invite your review of this report, as well as your comments and recommendations.

Governor Bruce Rauner remains committed to diversity in our workforce, including the recruitment, hiring, training, retention and promotion of Asian American and bilingual employees. As this report shows, much progress has been made during Governor Rauner's administration, and we look forward to witnessing continued efforts to increase the diversity of the State workforce.

Of course, there are many benefits of having a diverse workforce, but perhaps the most significant is to enable State agencies to provide better services more efficiently to the public. By working together on this initiative, we can achieve the objectives outlined in the Asian American Employment Plan and better serve the citizens of our great state.

Sincerely,

A handwritten signature in black ink, appearing to read "M. M. Hoffman", followed by a long horizontal line.

Michael M. Hoffman  
Acting Director



---

## Table of Contents

|      |                                                                |    |
|------|----------------------------------------------------------------|----|
| I.   | State Asian American Employment Plan Background .....          | 2  |
| II.  | Executive Summary .....                                        | 3  |
| III. | Current Demographics .....                                     | 4  |
| IV.  | On-line Survey .....                                           | 18 |
| V.   | 2015 State Asian American Employment Plan and Objectives ..... | 20 |
| VI.  | 2016 State Asian American Employment Plan and Objectives ..... | 22 |
| VII. | Conclusion .....                                               | 24 |

---

## **I. State Asian American Employment Plan Background**

The State Asian American Employment Plan was the result of HB 4510, which was signed into law, becoming Public Act 097-0856 effective July 27, 2012. Main components of the Act include: increasing the number of Asian American State employees within all levels, including those serving in supervisory, technical, professional and managerial positions; tracking hiring practices of Asian American employees; increasing the number of Asian American employees hired and promoted; and establishing the Asian American Employment Plan Advisory Council.

The legislation also requires the Department of Central Management Services (CMS) to prepare an Asian American Employment Plan (AsAEP) and report to the General Assembly each year by February 1 on agencies' activities in implementing the Plan. In turn, each agency is required to report annually to CMS all activities in implementing the AsAEP and shall do this in a format as prescribed by CMS in collaboration with the AsAEP Advisory Council.

In 2013, CMS implemented the first AsAEP and began collaborations with the AsAEP Advisory Council to develop the 2014 AsAEP. CMS continues to work collaboratively with the AsAEP Advisory Council to develop subsequent plans and update them with current demographics and employment statistics relating to Illinois' Asian American general population as compared to the Asian American State employee workforce.

In 2013, CMS, in partnership with the AsAEP Advisory Council, developed an on-line survey to assist agencies in reporting activities, strategies, and programs undertaken in accordance with the AsAEP. The first online survey was distributed to State agencies during the Fall of 2013. The inaugural on-line survey provided a detailed profile of the Asian American State employee workforce and helped in developing objectives for the next annual Plan.

The AsAEP Advisory Council continues to assist CMS in developing the yearly on-line survey and with targeted outreach efforts in the Asian American community.

---

## II. Executive Summary

Data used for developing the 2016 report is based on calendar year 2015, a year in which State agencies regained some opportunities to hire. Overall, the State's workforce saw a net increase of, 2,593 code employees from 44,279 in December 2014 compared to 46,872 at the end of December 2015.

Data from 2015 shows that the total number of Asian American Personnel Code-covered State employees has remained steady from 2.5% in 2014 to approximately 2.6%, with a modest increase of 105 employees. This figure stands in contrast to the overall percentage of Asian Americans in the Illinois population, which was 5.2% according to the 2010 Census.

When considering the percentage of Asian American Personnel Code-covered State employees by county, data shows that out of the four counties where the Asian American population equals or exceeds the state average, only two had a higher percentage of Asian American state employees than the percentage of Asian Americans in the population. Improvement is needed in Champaign, Cook, DuPage, Jackson, McLean, Peoria, and Will Counties.

There are 1,203 Asian American Personnel Code-covered State employees across Illinois. The five agencies with the highest number of Asian American employees are the Department of Human Services, Department of Public Health, Department of Revenue, Department of Healthcare and Family Services, and Department of Corrections. In three of these five agencies, the percentage of Personnel Code-covered Asian American State employees in the agency workforce is higher than the overall percentage of Asian American Personnel Code-covered State employees. Considering percentage terms alone, there are seven state agencies at which the percentage of Asian American Personnel Code-covered State employees is higher than the percentage of Asian Americans in the overall Illinois population.

In calendar year 2015, 99,788 open competitive exams were administered to applicants seeking State employment. Of those, 2,402 were administered to Asian Americans. Sixty-five percent of Asian Americans who took these exams received qualifying grades. This passage rate is comparable to other applicants at 69 percent.

The statistical data from this report shows that while there are several agencies with an Asian American workforce near or on par with the overall population percentage of Asian Americans in Illinois, within the vast majority of agencies, the percentage of Asian American Personnel Code-covered employees is well below the percentage of Asian Americans in the Illinois population.

### III. Current Demographics

Based on State employment workforce statistics as of December 31, 2015, approximately 2.6% of the Personnel Code-covered State employees are Asian American (1,203). Setting that figure in context, Asian Americans comprise 5.2% of Illinois' general population (based on the 2010 census). The eight Illinois counties with the highest population of Asian Americans are listed below followed by the corresponding number of Personnel Code-covered Asian American State employees.

| COUNTY    | % ASIAN AMERICAN POPULATION | ASIAN AMERICANS AS % STATE WORKFORCE |
|-----------|-----------------------------|--------------------------------------|
| Cook      | ( 322,672) 6.2%             | (476) 5.01%                          |
| Du Page   | (92,304) 10.1%              | (30) 5.11%                           |
| Lake      | ( 44,358) 6.3%              | (69) 8.46%                           |
| Will      | (30,833 ) 4.6%              | (18) 1.0%                            |
| Champaign | ( 17,969) 8.9%              | (2) 0.2%                             |
| Kane      | ( 17,895) 3.5%              | (243) 15.6%                          |
| Mc Henry  | ( 7,807) 2.5%               | (4) 3.96%                            |
| Sangamon  | ( 3,220) 1.6%               | (204) 2.17%                          |

There are 1,203 Asian American Personnel Code-covered State employees, an increase of 9.7% from 2014. The five agencies with the largest number of Asian American Personnel Code-covered employees are indicated below, followed by the number of Asian American Personnel Code-covered employees and their percentage of the total agency workforce.

| AGENCY                                     | COUNT OF ASIAN AMERICAN EMPLOYEES |
|--------------------------------------------|-----------------------------------|
| Department of Human Services               | 623 (4.7%)                        |
| Department of Public Health                | 83 (7.3%)                         |
| Department of Revenue                      | 63 (3.97%)                        |
| Department of Corrections                  | 70 (0.6%)                         |
| Department of Healthcare & Family Services | 53 (2.69%)                        |

In calendar year 2015, 99,788 open competitive exams were administered. Of those, 2,402 were administered to Asian Americans. The chart below illustrates how Asian Americans fared when compared to all applicants. Compared to other applicants, Asian Americans passed at a comparable rate: 64.5% of Asian Americans who took the exams passed, compared to 69.1% of non-Asian American applicants.

| <b>CY 2015</b>                | <b>ASIAN AMERICANS</b> | <b>NON- ASIAN AMERICANS</b> | <b>TOTAL</b> |
|-------------------------------|------------------------|-----------------------------|--------------|
| Open Competitive Total Grades | 2,402                  | 97,386                      | 99,788       |
| A Grade                       | 558                    | 23,628                      | 24,186       |
| B Grade                       | 586                    | 28,914                      | 29,500       |
| C Grade                       | 406                    | 14,719                      | 15,125       |
| Failed Grade                  | 852                    | 30,125                      | 30,977       |

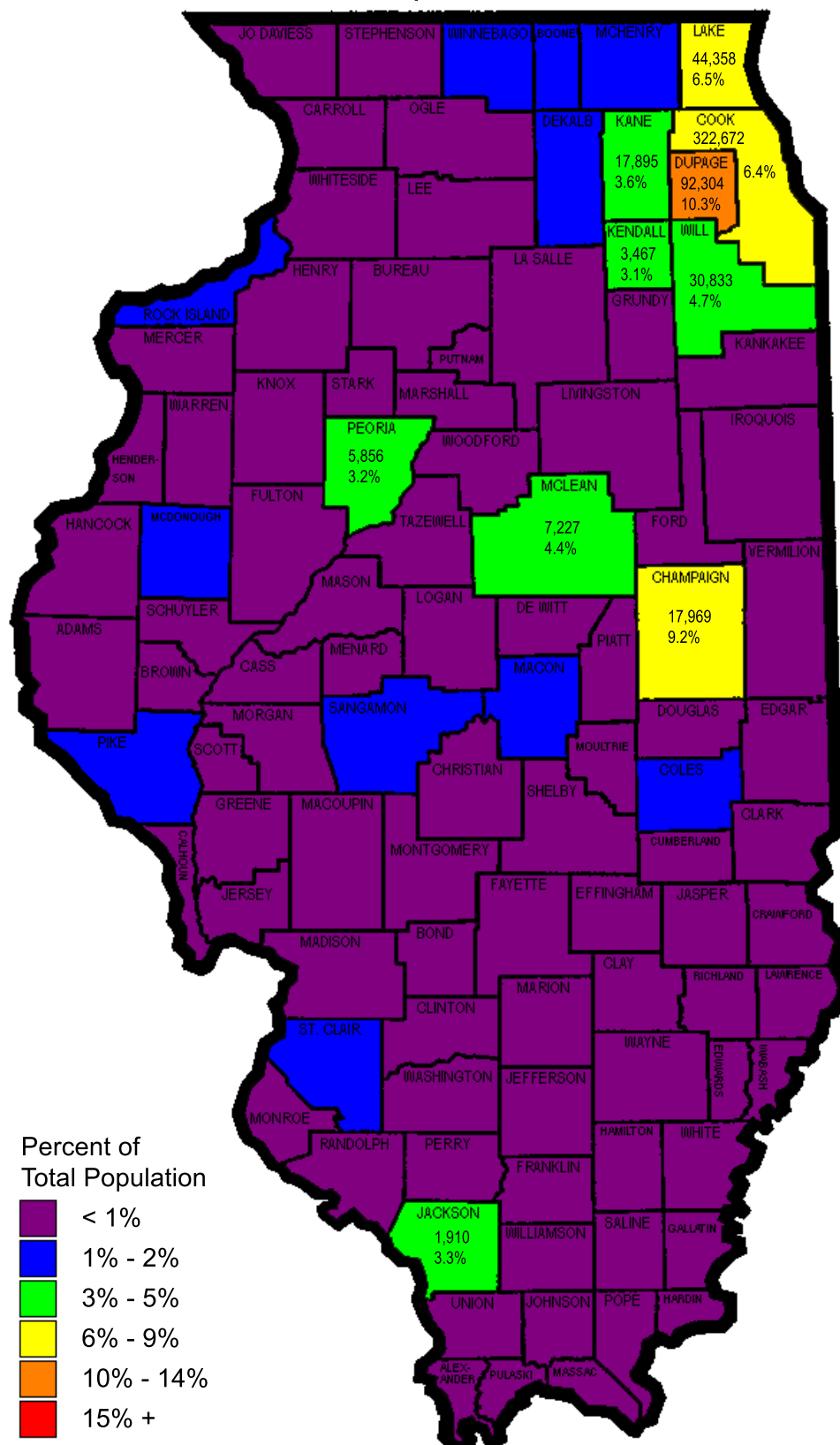
In the Upward Mobility Program, there was an increase in Asian American employee participation during 2015. There were 51 Asian Americans enrolled in 2015 compared to 49 that were enrolled in 2014. There were 9 Asian Americans promoted under the program during 2015.

Veterans are provided preference in state hiring, which may influence minority hiring among state agencies. Veterans account for 18.1% of the total Personnel Code-covered employee workforce. There are a total of 8,463 veterans employed in Personnel Code positions, including 89 Asian American veterans. Asian American veterans account for 1.1% of the state employee veterans. The agencies with highest number of veterans are shown below along with the total number of Asian American veterans.

#### **State Employee Veterans**

| <b>AGENCY</b>                | <b>Asian</b> | <b>% Asian</b> | <b>Total veterans</b> |
|------------------------------|--------------|----------------|-----------------------|
| CORRECTIONS                  | 12           | 0.5%           | 2,571                 |
| TRANSPORTATION               | 5            | 0.3%           | 1,797                 |
| HUMAN SERVICES               | 14           | 1.1%           | 1,261                 |
| HEALTHCARE & FAMILY SERVICES | 0            | 0.0%           | 330                   |
| EMPLOYMENT SECURITY          | 4            | 1.3%           | 301                   |
| NATURAL RESOURCES            | 3            | 1.1%           | 280                   |
| VETERANS AFFAIRS             | 3            | 1.2%           | 245                   |
| CENTRAL MANAGEMENT SERVICES  | 0            | 0.0%           | 235                   |
| REVENUE                      | 2            | 0.9%           | 225                   |

# Illinois Asian American Population 2010 Census Data



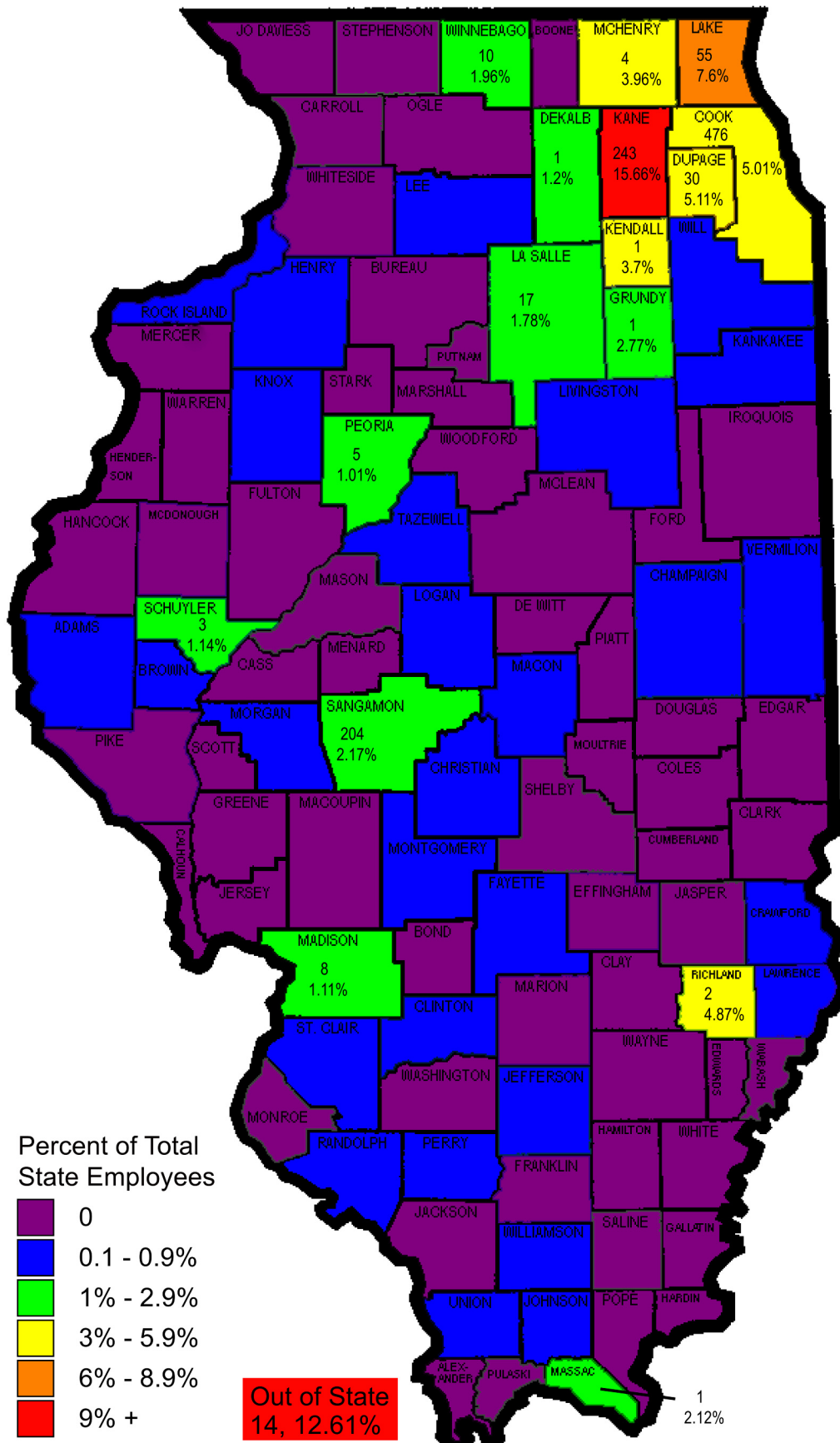


**Total Employees**

- 0 - 50
- 51 - 100
- 101 - 500
- 501 - 1,000
- 1,001 - 5,000
- 5,001 +

**Out of State 111**

# Coded Asian American State Employees as of 12/31/2015



## Asian American Population \* vs. Workforce 2015\*\*

| COUNTY<br>NAME | TOTAL<br>POPULATION | %      | TOTAL   | STATE EMPLOYEES |                     |                         |
|----------------|---------------------|--------|---------|-----------------|---------------------|-------------------------|
|                |                     |        |         | All             | %<br>Asian American | TOTAL<br>Asian American |
| Adams          | 67,103              | 0.70%  | 441     | 646             | 0.61%               | 4                       |
| Alexander      | 8,238               | 0.20%  | 16      | 34              | 0.00%               | 0                       |
| Bond           | 17,768              | 0.40%  | 68      | 12              | 0.00%               | 0                       |
| Boone          | 54,165              | 1.30%  | 686     | 13              | 0.00%               | 0                       |
| Brown          | 6,937               | 0.20%  | 16      | 392             | 0.51%               | 2                       |
| Bureau         | 34,978              | 0.70%  | 228     | 64              | 0.00%               | 0                       |
| Calhoun        | 5,089               | 0.20%  | 12      | 20              | 0.00%               | 0                       |
| Carroll        | 15,387              | 0.30%  | 53      | 26              | 0.00%               | 0                       |
| Cass           | 13,642              | 0.30%  | 44      | 17              | 0.00%               | 0                       |
| Champaign      | 201,081             | 8.90%  | 17,969  | 319             | 0.62%               | 2                       |
| Christian      | 34,800              | 0.50%  | 167     | 294             | 0.34%               | 1                       |
| Clark          | 16,335              | 0.30%  | 55      | 20              | 0.00%               | 0                       |
| Clay           | 13,815              | 0.50%  | 63      | 17              | 0.00%               | 0                       |
| Clinton        | 37,762              | 0.40%  | 167     | 966             | 0.72%               | 7                       |
| Coles          | 53,873              | 1.00%  | 531     | 134             | 0.00%               | 0                       |
| Cook           | 5,194,675           | 6.20%  | 322,672 | 9,494           | 5.01%               | 476                     |
| Crawford       | 19,817              | 0.50%  | 103     | 278             | 0.35%               | 1                       |
| Cumberland     | 11,048              | 0.20%  | 27      | 23              | 0.00%               | 0                       |
| De Kalb        | 105,160             | 2.30%  | 2,438   | 83              | 1.20%               | 1                       |
| De Witt        | 16,561              | 0.40%  | 60      | 35              | 0.00%               | 0                       |
| Douglas        | 19,980              | 0.40%  | 83      | 28              | 0.00%               | 0                       |
| DuPage         | 916,924             | 10.10% | 92,304  | 587             | 5.11%               | 30                      |
| Edgar          | 18,576              | 0.20%  | 33      | 42              | 0.00%               | 0                       |
| Edwards        | 6,721               | 0.30%  | 22      | 0               | 0.00%               | 0                       |
| Effingham      | 34,242              | 0.40%  | 147     | 101             | 0.00%               | 0                       |
| Fayette        | 22,140              | 0.20%  | 51      | 407             | 0.24%               | 1                       |
| Ford           | 14,081              | 0.30%  | 37      | 27              | 0.00%               | 0                       |
| Franklin       | 39,561              | 0.30%  | 124     | 139             | 0.00%               | 0                       |
| Fulton         | 37,069              | 0.30%  | 112     | 412             | 0.00%               | 0                       |
| Gallatin       | 5,589               | 0.10%  | 5       | 1               | 0.00%               | 0                       |
| Greene         | 13,886              | 0.10%  | 16      | 10              | 0.00%               | 0                       |
| Grundy         | 50,063              | 0.70%  | 327     | 36              | 2.77%               | 1                       |
| Hamilton       | 8,457               | 0.20%  | 19      | 6               | 0.00%               | 0                       |
| Hancock        | 19,104              | 0.20%  | 46      | 25              | 0.00%               | 0                       |
| Hardin         | 4,320               | 0.50%  | 22      | 14              | 0.00%               | 0                       |
| Henderson      | 7,331               | 0.20%  | 15      | 16              | 0.00%               | 0                       |
| Henry          | 50,486              | 0.40%  | 191     | 278             | 0.71%               | 2                       |
| Iroquois       | 29,718              | 0.30%  | 103     | 52              | 0.00%               | 0                       |
| Jackson        | 60,218              | 3.20%  | 1,910   | 142             | 0.00%               | 0                       |
| Jasper         | 9,698               | 0.20%  | 24      | 20              | 0.00%               | 0                       |
| Jefferson      | 38,827              | 0.60%  | 246     | 517             | 0.58%               | 3                       |
| Jersey         | 22,985              | 0.30%  | 77      | 129             | 0.00%               | 0                       |
| Jo Daviess     | 22,678              | 0.30%  | 72      | 23              | 0.00%               | 0                       |
| Johnson        | 12,582              | 0.20%  | 22      | 792             | 0.25%               | 2                       |
| Kane           | 515,269             | 3.50%  | 17,895  | 1551            | 15.66%              | 243                     |
| Kankakee       | 113,449             | 0.90%  | 1,052   | 1,747           | 0.97%               | 17                      |
| Kendall        | 114,736             | 3.00%  | 3,467   | 27              | 3.70%               | 1                       |
| Knox           | 52,919              | 0.60%  | 338     | 410             | 0.24%               | 1                       |
| Lake           | 703,462             | 6.30%  | 44,358  | 815             | 8.46%               | 69                      |
| La Salle       | 113,924             | 0.70%  | 762     | 953             | 1.78%               | 17                      |
| Lawrence       | 16,833              | 0.20%  | 38      | 415             | 0.72%               | 3                       |
| Lee            | 36,031              | 0.70%  | 246     | 900             | 0.66%               | 6                       |
| Livingston     | 38,950              | 0.50%  | 199     | 1134            | 0.26%               | 3                       |
| Logan          | 30,305              | 0.60%  | 184     | 826             | 0.84%               | 7                       |
| McDonough      | 32,612              | 1.80%  | 580     | 51              | 0.00%               | 0                       |
| Mc Henry       | 308,760             | 2.50%  | 7,807   | 101             | 3.96%               | 4                       |
| Mc Lean        | 169,572             | 4.30%  | 7,227   | 165             | 0.00%               | 0                       |
| Macon          | 110,768             | 1.00%  | 1,118   | 449             | 0.22%               | 1                       |
| Macoupin       | 47,765              | 0.30%  | 129     | 48              | 0.00%               | 0                       |

### Asian American Population \* vs. Workforce 2015\*\*

| COUNTY NAME | TOTAL POPULATION | % Asian American | TOTAL Asian American | STATE EMPLOYEES |                  |                      |
|-------------|------------------|------------------|----------------------|-----------------|------------------|----------------------|
|             |                  |                  |                      | All             | % Asian American | TOTAL Asian American |
| Madison     | 269,282          | 0.80%            | 2,254                | 717             | 1.11%            | 8                    |
| Marion      | 39,437           | 0.60%            | 224                  | 61              | 0.00%            | 0                    |
| Marshall    | 12,640           | 0.40%            | 45                   | 24              | 0.00%            | 0                    |
| Mason       | 14,666           | 0.30%            | 40                   | 55              | 0.00%            | 0                    |
| Massac      | 15,429           | 0.30%            | 42                   | 47              | 2.12%            | 1                    |
| Menard      | 12,705           | 0.20%            | 30                   | 16              | 0.00%            | 0                    |
| Mercer      | 16,434           | 0.30%            | 52                   | 10              | 0.00%            | 0                    |
| Monroe      | 32,957           | 0.40%            | 144                  | 23              | 0.00%            | 0                    |
| Montgomery  | 30,104           | 0.40%            | 111                  | 491             | 0.61%            | 3                    |
| Morgan      | 35,547           | 0.50%            | 168                  | 817             | 0.24%            | 2                    |
| Moultrie    | 14,846           | 0.20%            | 31                   | 18              | 0.00%            | 0                    |
| Ogle        | 53,497           | 0.50%            | 250                  | 54              | 0.00%            | 0                    |
| Peoria      | 186,494          | 3.10%            | 5,856                | 491             | 1.01%            | 5                    |
| Perry       | 22,350           | 0.40%            | 87                   | 526             | 0.57%            | 3                    |
| Piatt       | 16,729           | 0.30%            | 51                   | 14              | 0.00%            | 0                    |
| Pike        | 16,430           | 0.20%            | 38                   | 32              | 0.00%            | 0                    |
| Pope        | 4,470            | 0.20%            | 11                   | 5               | 0.00%            | 0                    |
| Pulaski     | 6,161            | 0.20%            | 13                   | 12              | 0.00%            | 0                    |
| Putnam      | 6,006            | 0.20%            | 13                   | 3               | 0.00%            | 0                    |
| Randolph    | 33,476           | 0.30%            | 104                  | 1534            | 0.65%            | 10                   |
| Richland    | 16,233           | 0.70%            | 119                  | 41              | 4.87%            | 2                    |
| Rock Island | 147,546          | 1.60%            | 2,419                | 539             | 0.55%            | 3                    |
| St. Clair   | 270,056          | 1.20%            | 3,276                | 665             | 0.45%            | 3                    |
| Saline      | 24,913           | 0.40%            | 101                  | 288             | 0.00%            | 0                    |
| Sangamon    | 197,465          | 1.60%            | 3,220                | 9,378           | 2.17%            | 204                  |
| Schuyler    | 7,544            | 0.10%            | 9                    | 262             | 1.14%            | 3                    |
| Scott       | 5,355            | 0.20%            | 12                   | 9               | 0.00%            | 0                    |
| Shelby      | 22,363           | 0.30%            | 56                   | 21              | 0.00%            | 0                    |
| Stark       | 5,994            | 0.30%            | 19                   | 20              | 0.00%            | 0                    |
| Stephenson  | 47,711           | 0.60%            | 297                  | 75              | 0.00%            | 0                    |
| Tazewell    | 135,394          | 0.70%            | 999                  | 146             | 0.68%            | 1                    |
| Union       | 17,808           | 0.30%            | 54                   | 760             | 0.65%            | 5                    |
| Vermilion   | 81,625           | 0.70%            | 564                  | 402             | 0.24%            | 1                    |
| Wabash      | 11,947           | 0.60%            | 70                   | 28              | 0.00%            | 0                    |
| Warren      | 17,707           | 0.50%            | 94                   | 42              | 0.00%            | 0                    |
| Washington  | 14,716           | 0.30%            | 42                   | 22              | 0.00%            | 0                    |
| Wayne       | 16,760           | 0.40%            | 71                   | 24              | 0.00%            | 0                    |
| White       | 14,665           | 0.20%            | 31                   | 24              | 0.00%            | 0                    |
| Whiteside   | 58,498           | 0.50%            | 276                  | 136             | 0.00%            | 0                    |
| Will        | 677,560          | 4.60%            | 30,833               | 1,814           | 0.99%            | 18                   |
| Williamson  | 66,357           | 0.80%            | 561                  | 298             | 0.67%            | 2                    |
| Winnebago   | 295,266          | 2.30%            | 6,810                | 508             | 1.96%            | 10                   |
| Woodford    | 38,664           | 0.60%            | 213                  | 26              | 0.00%            | 0                    |
| Totals      | 12,830,632       | 4.60%            | 586,934              | 46,872          | 2.56%            | 1,203                |

\* Information on the general population of Illinois is from the 2010 census

\*\* Reflects Code Employees as of 12/31/2015

14 Asian American employees live outside the boundaries of the State of Illinois

## Personnel Code-Covered Asian American Employees as of 12/31/2015

| Agency                   | Employees       |        | Asian-American |
|--------------------------|-----------------|--------|----------------|
|                          | Asian-Americans | Total  | %              |
| AGING                    | 5               | 143    | 3.50%          |
| AGRICULTURE              | 3               | 335    | 0.90%          |
| ARTS COUNCIL             | 1               | 11     | 9.09%          |
| CAPITAL DEVELOPMENT BD   | 1               | 49     | 2.04%          |
| CENTRAL MANAGEMENT SVCS  | 31              | 1,414  | 2.19%          |
| CHILDREN & FAMILY SVCS   | 51              | 2,547  | 2.00%          |
| CIVIL SERVICE COMMISSION | 0               | 4      | 0.00%          |
| COMM & ECON OPPORTUNITY  | 7               | 307    | 2.28%          |
| COMMERCE COMMISSION      | 0               | 65     | 0.00%          |
| CORRECTIONS              | 70              | 11,915 | 0.59%          |
| CRIMINAL JUSTICE AUTH    | 5               | 54     | 9.26%          |
| DEAF&HARD OF HEARING COM | 0               | 6      | 0.00%          |
| DEV DISABILITIES COUNCIL | 0               | 9      | 0.00%          |
| EMERGENCY MGMT AGENCY    | 0               | 79     | 0.00%          |
| EMPLOYMENT SECURITY      | 45              | 1,206  | 3.73%          |
| ENVIRONMENTAL PROTECTION | 46              | 730    | 6.30%          |
| FIN & PROF REG           | 13              | 425    | 3.06%          |
| GAMING BOARD             | 2               | 172    | 1.16%          |
| GUARDIANSHIP & ADVOCACY  | 1               | 99     | 1.01%          |
| HEALTHCARE & FAMILY SRV  | 53              | 1,967  | 2.69%          |
| HISTORIC PRESERVATION    | 0               | 139    | 0.00%          |
| HUMAN RIGHTS COMMISSION  | 0               | 14     | 0.00%          |
| HUMAN RIGHTS DEPARTMENT  | 3               | 130    | 2.31%          |
| HUMAN SERVICES           | 623             | 13,260 | 4.70%          |
| IL TORTURE INQRY RLF COM | 0               | 2      | 0.00%          |
| INDEPENDENT TAX TRIBUNAL | 1               | 1      | 100.00%        |
| INSURANCE                | 12              | 250    | 4.80%          |
| INVESTMENT BOARD         | 0               | 3      | 0.00%          |
| JUVENILE JUSTICE         | 11              | 1,057  | 1.04%          |
| LABOR                    | 1               | 87     | 1.15%          |
| LABOR REL BD EDUCATIONAL | 0               | 9      | 0.00%          |
| LABOR RELATIONS BD ILL   | 1               | 14     | 7.14%          |
| LAW ENF TRNG&STANDARD BD | 1               | 19     | 5.26%          |
| LOTTERY                  | 4               | 132    | 3.03%          |
| MILITARY AFFAIRS         | 0               | 126    | 0.00%          |
| NATURAL RESOURCES        | 10              | 1,228  | 0.81%          |
| POLLUTION CONTROL BOARD  | 0               | 19     | 0.00%          |
| PRISONER REVIEW BOARD    | 0               | 22     | 0.00%          |
| PROPERTY TAX APPEAL BD   | 0               | 33     | 0.00%          |
| PUBLIC HEALTH            | 83              | 1,137  | 7.30%          |
| RACING BOARD             | 0               | 2      | 0.00%          |
| REVENUE                  | 63              | 1,588  | 3.97%          |
| STATE FIRE MARSHAL       | 0               | 123    | 0.00%          |
| STATE POLICE*            | 19              | 1,047  | 1.81%          |
| STATE POLICE MERIT BOARD | 0               | 6      | 0.00%          |
| STATE RETIREMENT SYSTEMS | 2               | 102    | 1.96%          |
| TRANSPORTATION**         | 9               | 3,281  | 0.27%          |
| VETERANS AFFAIRS         | 22              | 1,381  | 1.59%          |
| WORKERS COMPENSATION COM | 4               | 123    | 3.25%          |
| STATE WIDE TOTALS :      | 1203            | 46,872 | 2.57%          |

\*State Police has an additional 1,720 sworn personnel that are not Personnel Code-covered employees of which 23 are Asian Americans (1.3%).

\*\* Transportation has an additional 2,888 employees that are not Personnel Code-covered of which 90 are Asian Americans (3.1%).

**Personnel Code-Covered Asian American Employees in SPSA Positions  
as of 12/31/2015**

| Agency                   | SPSA Employees  |       | Asian American<br>% |
|--------------------------|-----------------|-------|---------------------|
|                          | Asian Americans | Total |                     |
| AGING                    | 0               | 15    | 0                   |
| AGRICULTURE              | 0               | 22    | 0                   |
| ARTS COUNCIL             | 0               | 2     | 0                   |
| CAPITAL DEVELOPMENT BD   | 0               | 0     | 0                   |
| CENTRAL MANAGEMENT SVCS  | 7               | 104   | 6.73                |
| CHILDREN & FAMILY SVCS   | 0               | 89    | 0                   |
| CIVIL SERVICE COMMISSION | 0               | 1     | 0                   |
| COMM & ECON OPPORTUNITY  | 1               | 49    | 2.04                |
| COMMERCE COMMISSION      | 0               | 0     | 0                   |
| CORRECTIONS              | 2               | 103   | 1.94                |
| CRIMINAL JUSTICE AUTH    | 0               | 5     | 0                   |
| DEAF&HARD OF HEARING COM | 0               | 2     | 0                   |
| DEV DISABILITIES COUNCIL | 0               | 2     | 0                   |
| EMERGENCY MGMT AGENCY    | 0               | 4     | 0                   |
| EMPLOYMENT SECURITY      | 4               | 68    | 5.88                |
| ENVIRONMENTAL PROTECTION | 4               | 42    | 9.52                |
| FIN & PROF REG           | 2               | 44    | 4.54                |
| GAMING BOARD             | 0               | 13    | 0                   |
| GUARDIANSHIP & ADVOCACY  | 0               | 7     | 0                   |
| HEALTHCARE & FAMILY SRV  | 4               | 125   | 3.2                 |
| HISTORIC PRESERVATION    | 0               | 14    | 0                   |
| HUMAN RIGHTS COMMISSION  | 0               | 2     | 0                   |
| HUMAN RIGHTS DEPARTMENT  | 0               | 10    | 0                   |
| HUMAN SERVICES           | 4               | 181   | 2.2                 |
| IL TORTURE INQRY RLF COM | 0               | 0     | 0                   |
| INDEPENDENT TAX TRIBUNAL | 0               | 0     | 0                   |
| INSURANCE                | 0               | 22    | 0                   |
| INVESTMENT BOARD         | 0               | 1     | 0                   |
| JUVENILE JUSTICE         | 0               | 27    | 0                   |
| LABOR                    | 0               | 8     | 0                   |
| LABOR REL BD EDUCATIONAL | 0               | 2     | 0                   |
| LABOR RELATIONS BD ILL   | 0               | 3     | 0                   |
| LAW ENF TRNG&STANDARD BD | 0               | 2     | 0                   |
| LOTTERY                  | 0               | 6     | 0                   |
| MILITARY AFFAIRS         | 0               | 2     | 0                   |
| NATURAL RESOURCES        | 1               | 50    | 2                   |
| POLLUTION CONTROL BOARD  | 0               | 1     | 0                   |
| PRISONER REVIEW BOARD    | 0               | 0     | 0                   |
| PROPERTY TAX APPEAL BD   | 0               | 2     | 0                   |
| PUBLIC HEALTH            | 5               | 65    | 7.69                |
| RACING BOARD             | 0               | 1     | 0                   |
| REVENUE                  | 1               | 60    | 1.66                |
| STATE FIRE MARSHAL       | 0               | 12    | 0                   |
| STATE POLICE             | 1               | 23    | 4.34                |
| STATE POLICE MERIT BOARD | 0               | 1     | 0                   |
| STATE RETIREMENT SYSTEMS | 0               | 8     | 0                   |
| TRANSPORTATION           | 0               | 0     | 0                   |
| VETERANS AFFAIRS         | 0               | 17    | 0                   |
| WORKERS COMPENSATION COM | 1               | 14    | 7.14                |
| GRAND TOTAL:             | 37              | 1,231 | 3.01                |

**Personnel Code-Covered Asian American Employees in PSA Positions  
as of 12/31/2015**

| Agency                   | PSA Employees  |       | Asian American<br>% |
|--------------------------|----------------|-------|---------------------|
|                          | Asian American | Total |                     |
| AGING                    | 0              | 18    | 0.00%               |
| AGRICULTURE              | 0              | 14    | 0.00%               |
| ARTS COUNCIL             | 0              | 1     | 0.00%               |
| CAPITAL DEVELOPMENT BD   | 0              | 1     | 0.00%               |
| CENTRAL MANAGEMENT SVCS  | 3              | 194   | 1.55%               |
| CHILDREN & FAMILY SVCS   | 11             | 465   | 2.37%               |
| CIVIL SERVICE COMMISSION | 0              | 1     | 0.00%               |
| COMM & ECON OPPORTUNITY  | 3              | 74    | 4.05%               |
| COMMERCE COMMISSION      | 0              | 1     | 0.00%               |
| CORRECTIONS              | 1              | 208   | 0.48%               |
| CRIMINAL JUSTICE AUTH    | 0              | 11    | 0.00%               |
| DEAF&HARD OF HEARING COM | 0              | 2     | 0.00%               |
| DEV DISABILITIES COUNCIL | 0              | 3     | 0.00%               |
| EMERGENCY MGMT AGENCY    | 0              | 17    | 0.00%               |
| EMPLOYMENT SECURITY      | 6              | 150   | 4.00%               |
| ENVIRONMENTAL PROTECTION | 2              | 72    | 2.78%               |
| FIN & PROF REG           | 2              | 59    | 3.39%               |
| GAMING BOARD             | 1              | 34    | 2.94%               |
| GUARDIANSHIP & ADVOCACY  | 0              | 12    | 0.00%               |
| HEALTHCARE & FAMILY SRV  | 9              | 236   | 3.81%               |
| HISTORIC PRESERVATION    | 0              | 5     | 0.00%               |
| HUMAN RIGHTS COMMISSION  | 0              | 1     | 0.00%               |
| HUMAN RIGHTS DEPARTMENT  | 0              | 19    | 0.00%               |
| HUMAN SERVICES           | 31             | 656   | 4.73%               |
| IL TORTURE INQRY RLF COM | 0              | 1     | 0.00%               |
| INDEPENDENT TAX TRIBUNAL | 1              | 1     | 100.00%             |
| INSURANCE                | 2              | 56    | 3.57%               |
| INVESTMENT BOARD         | 0              | 0     | 0.00%               |
| JUVENILE JUSTICE         | 1              | 24    | 4.17%               |
| LABOR                    | 0              | 9     | 0.00%               |
| LABOR REL BD EDUCATIONAL | 0              | 5     | 0.00%               |
| LABOR RELATIONS BD ILL   | 1              | 7     | 14.29%              |
| LAW ENF TRNG&STANDARD BD | 0              | 4     | 0.00%               |
| LOTTERY                  | 0              | 10    | 0.00%               |
| MILITARY AFFAIRS         | 0              | 4     | 0.00%               |
| NATURAL RESOURCES        | 2              | 63    | 3.17%               |
| POLLUTION CONTROL BOARD  | 0              | 10    | 0.00%               |
| PRISONER REVIEW BOARD    | 0              | 1     | 0.00%               |
| PROPERTY TAX APPEAL BD   | 0              | 4     | 0.00%               |
| PUBLIC HEALTH            | 19             | 267   | 7.12%               |
| RACING BOARD             | 0              | 0     | 0.00%               |
| REVENUE                  | 1              | 137   | 0.73%               |
| STATE FIRE MARSHAL       | 0              | 13    | 0.00%               |
| STATE POLICE             | 2              | 52    | 3.85%               |
| STATE POLICE MERIT BOARD | 0              | 1     | 0.00%               |
| STATE RETIREMENT SYSTEMS | 1              | 8     | 12.50%              |
| TRANSPORTATION           | 1              | 17    | 5.88%               |
| VETERANS AFFAIRS         | 0              | 36    | 0.00%               |
| WORKERS COMPENSATION COM | 2              | 11    | 18.18%              |
| GRAND TOTAL:             | 102            | 2,995 | 3.41%               |



**Distribution of SPSA Employees Represented by Collective Bargaining Units and  
Not Represented by Collective Bargaining Units, as of 12/31/2015**

| Agency                   | Bargaining Unit? |       | Total | Bargaining Unit % |
|--------------------------|------------------|-------|-------|-------------------|
|                          | Yes              | No    |       |                   |
| AGING                    | 0                | 17    | 17    | 0.0%              |
| AGRICULTURE              | 0                | 24    | 24    | 0.0%              |
| ARTS COUNCIL             | 0                | 3     | 3     | 0.0%              |
| CAPITAL DEVELOPMENT BD   | 0                | 0     | 0     | 0.0%              |
| CENTRAL MANAGEMENT SVCS  | 0                | 123   | 123   | 0.0%              |
| CHILDREN & FAMILY SVCS   | 0                | 84    | 84    | 0.0%              |
| CIVIL SERVICE COMMISSION | 0                | 1     | 1     | 0.0%              |
| COMM & ECON OPPORTUNITY  | 0                | 74    | 74    | 0.0%              |
| COMMERCE COMMISSION      | 0                | 0     | 0     | 0.0%              |
| CORRECTIONS              | 0                | 124   | 124   | 0.0%              |
| CRIMINAL JUSTICE AUTH    | 0                | 4     | 4     | 0.0%              |
| DEAF&HARD OF HEARING COM | 0                | 2     | 2     | 0.0%              |
| DEV DISABILITIES COUNCIL | 0                | 2     | 2     | 0.0%              |
| EMERGENCY MGMT AGENCY    | 0                | 5     | 5     | 0.0%              |
| EMPLOYMENT SECURITY      | 0                | 62    | 62    | 0.0%              |
| ENVIRONMENTAL PROTECTION | 0                | 47    | 47    | 0.0%              |
| FIN & PROF REG           | 0                | 43    | 43    | 0.0%              |
| GAMING BOARD             | 5                | 7     | 12    | 41.7%             |
| GUARDIANSHIP & ADVOCACY  | 0                | 7     | 7     | 0.0%              |
| HEALTHCARE & FAMILY SRV  | 0                | 139   | 139   | 0.0%              |
| HISTORIC PRESERVATION    | 0                | 16    | 16    | 0.0%              |
| HUMAN RIGHTS COMMISSION  | 0                | 2     | 2     | 0.0%              |
| HUMAN RIGHTS DEPARTMENT  | 0                | 9     | 9     | 0.0%              |
| HUMAN SERVICES           | 0                | 198   | 198   | 0.0%              |
| IL TORTURE INQRY RLF COM | 0                | 1     | 1     | 0.0%              |
| INDEPENDENT TAX TRIBUNAL | 0                | 0     | 0     | 0.0%              |
| INSURANCE                | 0                | 18    | 18    | 0.0%              |
| INVESTMENT BOARD         | 0                | 2     | 2     | 0.0%              |
| JUVENILE JUSTICE         | 0                | 30    | 30    | 0.0%              |
| LABOR                    | 0                | 8     | 8     | 0.0%              |
| LABOR REL BD EDUCATIONAL | 0                | 2     | 2     | 0.0%              |
| LABOR RELATIONS BD ILL   | 0                | 3     | 3     | 0.0%              |
| LAW ENF TRNG&STANDARD BD | 0                | 2     | 2     | 0.0%              |
| LOTTERY                  | 0                | 6     | 6     | 0.0%              |
| MILITARY AFFAIRS         | 0                | 2     | 2     | 0.0%              |
| NATURAL RESOURCES        | 0                | 45    | 45    | 0.0%              |
| POLLUTION CONTROL BOARD  | 0                | 1     | 1     | 0.0%              |
| PRISONER REVIEW BOARD    | 0                | 0     | 0     | 0.0%              |
| PROPERTY TAX APPEAL BD   | 0                | 2     | 2     | 0.0%              |
| PUBLIC HEALTH            | 0                | 71    | 71    | 0.0%              |
| RACING BOARD             | 0                | 1     | 1     | 0.0%              |
| REVENUE                  | 0                | 61    | 61    | 0.0%              |
| STATE FIRE MARSHAL       | 0                | 11    | 11    | 0.0%              |
| STATE POLICE             | 4                | 24    | 28    | 14.3%             |
| STATE POLICE MERIT BOARD | 0                | 1     | 1     | 0.0%              |
| STATE RETIREMENT SYSTEMS | 0                | 7     | 7     | 0.0%              |
| TRANSPORTATION           | 0                | 0     | 0     | 0.0%              |
| VETERANS AFFAIRS         | 0                | 16    | 16    | 0.0%              |
| WORKERS COMPENSATION COM | 0                | 15    | 15    | 0.0%              |
| GRAND TOTAL:             | 9                | 1,322 | 1,331 | 0.7%              |



**Distribution of PSA Employees Represented by Collective Bargaining Units and  
Not Represented by Collective Bargaining Units, as of 12/31/2015**

| Agency                               | Bargaining Unit? |       | Total | Bargaining Unit % |
|--------------------------------------|------------------|-------|-------|-------------------|
|                                      | Yes              | No    |       |                   |
| AGRICULTURE                          | 4                | 13    | 17    | 23.5%             |
| ARTS COUNCIL                         | 0                | 2     | 2     | 0.0%              |
| CAPITAL DEVELOPMENT BD               | 1                | 0     | 1     | 100.0%            |
| CENTRAL MANAGEMENT SVCS              | 114              | 82    | 196   | 58.2%             |
| CHILDREN & FAMILY SVCS               | 310              | 145   | 455   | 68.1%             |
| CIVIL SERVICE COMMISSION             | 0                | 1     | 1     | 0.0%              |
| COMMERCE & ECONOMIC OPPORTUNITY      | 49               | 29    | 78    | 62.8%             |
| COMMERCE COMMISSION                  | 1                | 0     | 1     | 100.0%            |
| CORRECTIONS                          | 69               | 138   | 207   | 33.3%             |
| CRIMINAL JUSTICE AUTH                | 5                | 5     | 10    | 50.0%             |
| DEAF&HARD OF HEARING COM             | 0                | 2     | 2     | 0.0%              |
| DEV DISABILITIES COUNCIL             | 0                | 3     | 3     | 0.0%              |
| EMERGENCY MGMT AGENCY                | 7                | 8     | 15    | 46.7%             |
| EMPLOYMENT SECURITY                  | 63               | 94    | 157   | 40.1%             |
| ENVIRONMENTAL PROTECTION             | 70               | 7     | 77    | 90.9%             |
| FINANCIAL & PROFESSIONAL REGULATIONS | 36               | 28    | 64    | 56.3%             |
| GAMING BOARD                         | 30               | 5     | 35    | 85.7%             |
| GUARDIANSHIP & ADVOCACY              | 6                | 6     | 12    | 50.0%             |
| HEALTHCARE & FAMILY SRV              | 175              | 72    | 247   | 70.9%             |
| HISTORIC PRESERVATION                | 0                | 8     | 8     | 0.0%              |
| HUMAN RIGHTS COMMISSION              | 0                | 1     | 1     | 0.0%              |
| HUMAN RIGHTS DEPARTMENT              | 18               | 1     | 19    | 94.7%             |
| HUMAN SERVICES                       | 293              | 363   | 656   | 44.7%             |
| IL TORTURE INQRY RLF COM             | 0                | 1     | 1     | 0.0%              |
| INDEPENDENT TAX TRIBUNAL             | 0                | 1     | 1     | 0.0%              |
| INSURANCE                            | 41               | 15    | 56    | 73.2%             |
| INVESTMENT BOARD                     | 0                | 0     | 0     | 0.0%              |
| JUVENILE JUSTICE                     | 3                | 17    | 20    | 15.0%             |
| LABOR                                | 4                | 4     | 8     | 50.0%             |
| LABOR REL BD EDUCATIONAL             | 0                | 7     | 7     | 0.0%              |
| LABOR RELATIONS BD ILL               | 0                | 9     | 9     | 0.0%              |
| LAW ENF TRNG&STANDARD BD             | 1                | 3     | 4     | 25.0%             |
| LOTTERY                              | 6                | 3     | 9     | 66.7%             |
| MILITARY AFFAIRS                     | 0                | 3     | 3     | 0.0%              |
| NATURAL RESOURCES                    | 33               | 23    | 56    | 58.9%             |
| POLLUTION CONTROL BOARD              | 4                | 5     | 9     | 44.4%             |
| PRISONER REVIEW BOARD                | 0                | 1     | 1     | 0.0%              |
| PROPERTY TAX APPEAL BD               | 2                | 2     | 4     | 50.0%             |
| PUBLIC HEALTH                        | 244              | 10    | 254   | 96.1%             |
| RACING BOARD                         | 0                | 0     | 0     | 0.0%              |
| REVENUE                              | 12               | 127   | 139   | 8.6%              |
| STATE FIRE MARSHAL                   | 6                | 8     | 14    | 42.9%             |
| STATE POLICE                         | 30               | 27    | 57    | 52.6%             |
| STATE POLICE MERIT BOARD             | 0                | 1     | 1     | 0.0%              |
| STATE RETIREMENT SYSTEMS             | 8                | 3     | 11    | 72.7%             |
| TRANSPORTATION                       | 15               | 2     | 17    | 88.2%             |
| VETERANS AFFAIRS                     | 1                | 38    | 39    | 2.6%              |
| WORKERS COMPENSATION COM             | 7                | 5     | 12    | 58.3%             |
| GRAND TOTAL:                         | 1,675            | 1,343 | 3,018 | 55.5%             |

**Distribution of SPSA Employees Represented by Collective Bargaining Units and Not Represented by a Collective Bargaining Unit, as of 12/31/2015**

| Agency                   | Bargaining Unit? |       | Total | Bargaining Unit % |
|--------------------------|------------------|-------|-------|-------------------|
|                          | Yes              | No    |       |                   |
| AGING                    | 0                | 15    | 15    | 0.0%              |
| AGRICULTURE              | 0                | 22    | 22    | 0.0%              |
| ARTS COUNCIL             | 0                | 2     | 2     | 0.0%              |
| CAPITAL DEVELOPMENT BD   | 0                | 0     | 0     | 0.0%              |
| CENTRAL MANAGEMENT SVCS  | 0                | 104   | 104   | 0.0%              |
| CHILDREN & FAMILY SVCS   | 0                | 89    | 89    | 0.0%              |
| CIVIL SERVICE COMMISSION | 0                | 1     | 1     | 0.0%              |
| COMM & ECON OPPORTUNITY  | 0                | 49    | 49    | 0.0%              |
| COMMERCE COMMISSION      | 0                | 0     | 0     | 0.0%              |
| CORRECTIONS              | 0                | 103   | 103   | 0.0%              |
| CRIMINAL JUSTICE AUTH    | 0                | 5     | 5     | 0.0%              |
| DEAF&HARD OF HEARING COM | 0                | 2     | 2     | 0.0%              |
| DEV DISABILITIES COUNCIL | 0                | 2     | 2     | 0.0%              |
| EMERGENCY MGMT AGENCY    | 0                | 4     | 4     | 0.0%              |
| EMPLOYMENT SECURITY      | 0                | 68    | 68    | 0.0%              |
| ENVIRONMENTAL PROTECTION | 0                | 42    | 42    | 0.0%              |
| FIN & PROF REG           | 0                | 44    | 44    | 0.0%              |
| GAMING BOARD             | 6                | 7     | 13    | 46.2%             |
| GUARDIANSHIP & ADVOCACY  | 0                | 7     | 7     | 0.0%              |
| HEALTHCARE & FAMILY SRV  | 0                | 125   | 125   | 0.0%              |
| HISTORIC PRESERVATION    | 0                | 14    | 14    | 0.0%              |
| HUMAN RIGHTS COMMISSION  | 0                | 2     | 2     | 0.0%              |
| HUMAN RIGHTS DEPARTMENT  | 0                | 10    | 10    | 0.0%              |
| HUMAN SERVICES           | 0                | 181   | 181   | 0.0%              |
| IL TORTURE INQRY RLF COM | 0                | 0     | 0     | 0.0%              |
| INDEPENDENT TAX TRIBUNAL | 0                | 0     | 0     | 0.0%              |
| INSURANCE                | 0                | 22    | 22    | 0.0%              |
| INVESTMENT BOARD         | 0                | 1     | 1     | 0.0%              |
| JUVENILE JUSTICE         | 0                | 27    | 27    | 0.0%              |
| LABOR                    | 0                | 8     | 8     | 0.0%              |
| LABOR REL BD EDUCATIONAL | 0                | 2     | 2     | 0.0%              |
| LABOR RELATIONS BD ILL   | 0                | 3     | 3     | 0.0%              |
| LAW ENF TRNG&STANDARD BD | 0                | 2     | 2     | 0.0%              |
| LOTTERY                  | 0                | 6     | 6     | 0.0%              |
| MILITARY AFFAIRS         | 0                | 2     | 2     | 0.0%              |
| NATURAL RESOURCES        | 0                | 50    | 50    | 0.0%              |
| POLLUTION CONTROL BOARD  | 0                | 1     | 1     | 0.0%              |
| PRISONER REVIEW BOARD    | 0                | 0     | 0     | 0.0%              |
| PROPERTY TAX APPEAL BD   | 0                | 2     | 2     | 0.0%              |
| PUBLIC HEALTH            | 0                | 65    | 65    | 0.0%              |
| RACING BOARD             | 0                | 1     | 1     | 0.0%              |
| REVENUE                  | 0                | 60    | 60    | 0.0%              |
| STATE FIRE MARSHAL       | 0                | 12    | 12    | 0.0%              |
| STATE POLICE             | 4                | 19    | 23    | 17.4%             |
| STATE POLICE MERIT BOARD | 0                | 1     | 1     | 0.0%              |
| STATE RETIREMENT SYSTEMS | 0                | 8     | 8     | 0.0%              |
| TRANSPORTATION           | 0                | 0     | 0     | 0.0%              |
| VETERANS AFFAIRS         | 0                | 17    | 17    | 0.0%              |
| WORKERS COMPENSATION COM | 0                | 14    | 14    | 0.0%              |
| GRAND TOTAL:             | 10               | 1,221 | 1,231 | 0.8%              |

**Distribution of PSA Employees Represented by Collective Bargaining Units and Those Not Represented by a Collective Bargaining Unit, as of 12/31/2015**

| Agency                   | Bargaining Unit? |       | Total | Bargaining Unit % |
|--------------------------|------------------|-------|-------|-------------------|
|                          | Yes              | No    |       |                   |
| AGING                    | 4                | 14    | 18    | 22.2%             |
| AGRICULTURE              | 3                | 11    | 14    | 21.4%             |
| ARTS COUNCIL             | 0                | 1     | 1     | 0.0%              |
| CAPITAL DEVELOPMENT BD   | 0                | 1     | 1     | 0.0%              |
| CENTRAL MANAGEMENT SVCS  | 110              | 84    | 194   | 56.7%             |
| CHILDREN & FAMILY SVCS   | 296              | 169   | 465   | 63.7%             |
| CIVIL SERVICE COMMISSION | 0                | 1     | 1     | 0.0%              |
| COMM & ECON OPPORTUNITY  | 44               | 30    | 74    | 59.5%             |
| COMMERCE COMMISSION      | 1                | 0     | 1     | 100.0%            |
| CORRECTIONS              | 68               | 140   | 208   | 32.7%             |
| CRIMINAL JUSTICE AUTH    | 5                | 6     | 11    | 45.5%             |
| DEAF&HARD OF HEARING COM | 0                | 2     | 2     | 0.0%              |
| DEV DISABILITIES COUNCIL | 0                | 3     | 3     | 0.0%              |
| EMERGENCY MGMT AGENCY    | 9                | 8     | 17    | 52.9%             |
| EMPLOYMENT SECURITY      | 59               | 91    | 150   | 39.3%             |
| ENVIRONMENTAL PROTECTION | 66               | 6     | 72    | 91.7%             |
| FIN & PROF REG           | 33               | 26    | 59    | 55.9%             |
| GAMING BOARD             | 30               | 4     | 34    | 88.2%             |
| GUARDIANSHIP & ADVOCACY  | 7                | 5     | 12    | 58.3%             |
| HEALTHCARE & FAMILY SRV  | 161              | 75    | 236   | 68.2%             |
| HISTORIC PRESERVATION    | 0                | 5     | 5     | 0.0%              |
| HUMAN RIGHTS COMMISSION  | 0                | 1     | 1     | 0.0%              |
| HUMAN RIGHTS DEPARTMENT  | 18               | 1     | 19    | 94.7%             |
| HUMAN SERVICES           | 264              | 392   | 656   | 40.2%             |
| IL TORTURE INQRY RLF COM | 0                | 1     | 1     | 0.0%              |
| INDEPENDENT TAX TRIBUNAL | 0                | 1     | 1     | 0.0%              |
| INSURANCE                | 40               | 16    | 56    | 71.4%             |
| INVESTMENT BOARD         | 0                | 0     | 0     | 0.0%              |
| JUVENILE JUSTICE         | 6                | 18    | 24    | 25.0%             |
| LABOR                    | 5                | 4     | 9     | 55.6%             |
| LABOR REL BD EDUCATIONAL | 0                | 5     | 5     | 0.0%              |
| LABOR RELATIONS BD ILL   | 0                | 7     | 7     | 0.0%              |
| LAW ENF TRNG&STANDARD BD | 1                | 3     | 4     | 25.0%             |
| LOTTERY                  | 6                | 4     | 10    | 60.0%             |
| MILITARY AFFAIRS         | 0                | 4     | 4     | 0.0%              |
| NATURAL RESOURCES        | 32               | 31    | 63    | 50.8%             |
| POLLUTION CONTROL BOARD  | 4                | 6     | 10    | 40.0%             |
| PRISONER REVIEW BOARD    | 0                | 1     | 1     | 0.0%              |
| PROPERTY TAX APPEAL BD   | 2                | 2     | 4     | 50.0%             |
| PUBLIC HEALTH            | 256              | 11    | 267   | 95.9%             |
| RACING BOARD             | 0                | 0     | 0     | 0.0%              |
| REVENUE                  | 11               | 126   | 137   | 8.0%              |
| STATE FIRE MARSHAL       | 6                | 7     | 13    | 46.2%             |
| STATE POLICE             | 19               | 33    | 52    | 36.5%             |
| STATE POLICE MERIT BOARD | 0                | 1     | 1     | 0.0%              |
| STATE RETIREMENT SYSTEMS | 6                | 2     | 8     | 75.0%             |
| TRANSPORTATION           | 16               | 1     | 17    | 94.1%             |
| VETERANS AFFAIRS         | 1                | 35    | 36    | 2.8%              |
| WORKERS COMPENSATION COM | 6                | 5     | 11    | 54.5%             |
| GRAND TOTAL:             | 1,595            | 1,400 | 2,995 | 53.3%             |

---

In the tables above, notable changes in the statistics compared to 2014 are as follows:

- The total number of Asian Americans in the state workforce increased by 105 employees, but because there was an overall increase in state employment numbers the percentage of Asian Americans employees rose slightly from 2.5% in 2014 to 2.6% in 2015.
- The total number of Senior Public Service Administrators (SPSAs) who are Asian American increased slightly from 33 to 37.
- The number of Asian American Public Service Administrators (PSAs) increased by nine from 93 to 102, resulting in a slight percentage increase to 3.4% from 3.1%.

#### **IV. 2015 State Asian American Employment On-line Survey and Best Practices**

To standardize how information is gathered, CMS in collaboration with the AsAEP Advisory Council developed an on-line survey to assist agencies in reporting specific activities and data relevant to Asian American State employees. This on-line survey was first launched in December of 2013 and requires all agencies with Personnel Code-covered employees to respond. The intent of this survey was to gather information as required by the legislation to develop benchmarks from which the AsAEP could be developed and evaluated in subsequent years.

The completed surveys from each agency are available in the appendices to this report. All agencies under the jurisdiction of the Governor's Office responded to the survey request. Survey responses included some richly detailed qualitative data that will allow the AsAEP Advisory Council to track and monitor strategies and best practices used by some agencies that have been successful in recruiting, hiring, promoting, and retaining Asian American employees. Survey results also will allow monitoring of agencies in order to track their efforts to address underutilization of Asian Americans in the State's workforce.

#### **Responses from the 2015 Asian American Employment Plan Survey include the following excerpted highlights and Best Practices:**

- Share job postings with the Department of Employment Security job seekers in local offices that serve significant Asian American populations.
- Develop Asian American recruitment plan.
- Share job postings at Illinois Worknet facilities located in predominately Asian-American communities.
- Develop new testing and examining procedures for professional titles which will increase candidate pools and recruitment opportunities.
- Post jobs on agency FACEBOOK.
- Conduct workshop sessions designed to address the hiring and interview process.
- Conduct outreach to Refugee and Immigrant Services organizations.
- Prior to posting vacancies alert the staff of the Diversity Enrichment Program.
- Post jobs on outside employment websites: Monster.com, Career Builder, etc...
- Asian Americans accounted for 2.47% of the overall new hires and 2.4% of overall promotions.

- 
- There were 269 student interns/student workers hired with Asians Americans accounting for 6.3%.
  - There were eight Asian American veterans hired out of 1017.
  - There are 365 Asian Americans employees who are certified to serve on Rutan interview hiring panels, which is a significant increase from the 117 reported in 2014.

Based on evaluations of the surveys, observation, and discussion with Asian American Employment Plan Advisory Council members and agency liaisons, additional recommendations were made about general Best Practices for improving the recruitment, hiring, retention, and promotion of Asian American state employees:

- Provide workshop to Asian American community based organizations to increase applicant pool for state employment.
- Agencies should have Recruitment and Selection units that meet regularly to address underutilization numbers and discuss recruitment strategies.
- Establish a list of Asian American organizations to send jobs notices.
- The Council will continue to assist the Governor's Office and state agencies to increase Diversity.
- Agencies should reach out to the AsAEP Advisory Council, CMS Diversity Enhancement Program staff, or others with the appropriate expertise in order to improve their outreach and targeted recruitment efforts in the Asian American community.

*See Appendices for completed Asian American agency surveys*

## V. 2015 Asian American Employment Action Plan and Objectives Status

| STRATEGY/OBJECTIVES                                                                                                                                                                                                                                                                               | WHO                                                                                   | STATUS                                        |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-----------------------------------------------|
| <b><u>Leadership</u></b>                                                                                                                                                                                                                                                                          |                                                                                       |                                               |
| <b>1.0</b> Each agency director will be given a copy of the 2015 Asian American Employment Plan with a letter from the Governor highlighting the importance of diversity in general while reminding agencies of their obligation to Affirmative Action and Equal Employment Opportunity.          | CMS, Governor's Office                                                                | Met                                           |
| <b>1.1</b> An overview of the Plan will be presented to the Governor's Deputy Chiefs of Staff and Agency Directors to inform on specifics of the Plan and to affirm the Administration's commitment to the Plan.                                                                                  | CMS, Governor's Office, Agency Directors                                              | Met                                           |
| <b>1.2</b> Analyze all relevant data to develop 2015 AsAEP for presentation to the General Assembly by February 1 <sup>st</sup> , as required by PA 097-0856.                                                                                                                                     | CMS, code state agencies, Asian American Advisory Council                             | Met                                           |
| <b>1.3</b> Provide administrative support to the AsAEP Advisory Council pursuant to specific reporting responsibilities outlined in PA 097-0856.                                                                                                                                                  | CMS, Governor's Office, Asian American Advisory Council                               | Ongoing                                       |
| <b><u>Recruitment and Selection</u></b>                                                                                                                                                                                                                                                           |                                                                                       |                                               |
| <b>2.0</b> Mandated Hiring and/or Promotion Monitors must be completed by agencies and authorized by CMS prior to personnel transaction processing. Plan coordinator will review these forms for use in assessing an agency's overall best practices relevant to Asian American underutilization. | Department of Human Rights, all state agencies under the Governor's jurisdiction, CMS | Ongoing                                       |
| <b>2.1</b> Compile Asian American grade and application data to ensure that Asian Americans are fully informed of e-recruiting online application procedures, ensuring that the number of Asian Americans applying for State jobs is not adversely affected.                                      | CMS                                                                                   | Ongoing and reported in each subsequent Plan. |
| <b>2.2</b> Present at the CMS monthly personnel managers/EEO meeting to provide an overview of the State Asian American Employment Plan.                                                                                                                                                          | CMS                                                                                   | Met                                           |
| <b>2.3</b> Review the Underutilization Regional Summary Report prepared by DHR to use in developing objectives for improvement.                                                                                                                                                                   | CMS, State AsAEP Advisory Council                                                     | Met                                           |

| STRATEGY/OBJECTIVES                                                                                                                                                                                                                                              | WHO                                                                                                        | STATUS  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|---------|
| <b><u>Education</u></b>                                                                                                                                                                                                                                          |                                                                                                            |         |
| <b>3.0</b> CMS will continue follow-up meetings with agencies identified by the Department of Human Rights as failing to meet their affirmative action goals.                                                                                                    | CMS                                                                                                        | Ongoing |
| <b>3.1</b> Quarterly EEO/AA officer meetings will be conducted in conjunction with CMS personnel managers meetings.                                                                                                                                              | CMS, DHR                                                                                                   | Ongoing |
| <b>3.2</b> The Upward Mobility Program, subject to Appropriation, provides an important pathway to promotional opportunity. Benchmark information will be gathered and reported in the 2015 AsAEP to document Asian American participation and completion rates. | CMS, UMP                                                                                                   | Ongoing |
| <b><u>Accountability</u></b>                                                                                                                                                                                                                                     |                                                                                                            |         |
| <b>4.0</b> CMS will launch an on-line survey to assess agencies' activities in implementing the plan. Each year CMS will work collaboratively with the Asian American Employment Council to review and revise, as needed.                                        | CMS, all state agencies under the Governor's jurisdiction, Asian American Employment Plan Advisory Council | Met     |
| <b>4.1</b> CMS will prepare an Executive Summary documenting agencies' progress towards meeting stated goals relevant to Asian American employment and promotion.                                                                                                | CMS                                                                                                        | Met     |
| <b>4.2</b> Work collaboratively with the AsAEP Advisory Council to develop Plan objectives for next reporting year.                                                                                                                                              | CMS, Asian American Advisory Council                                                                       | Met     |



| STRATEGY/OBJECTIVES                                                                                                                                                                                                                                              | WHO                                                                                                        | STATUS  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------|---------|
| <b><u>Education</u></b>                                                                                                                                                                                                                                          |                                                                                                            |         |
| <b>3.0</b> CMS will continue follow-up meetings with agencies identified by the Department of Human Rights as failing to meet their affirmative action goals.                                                                                                    | CMS                                                                                                        | Ongoing |
| <b>3.1</b> Quarterly EEO/AA officer meetings will be conducted in conjunction with CMS personnel managers meetings.                                                                                                                                              | CMS, DHR                                                                                                   | Ongoing |
| <b>3.2</b> The Upward Mobility Program, subject to Appropriation, provides an important pathway to promotional opportunity. Benchmark information will be gathered and reported in the 2015 AsAEP to document Asian American participation and completion rates. | CMS, UMP                                                                                                   | Ongoing |
| <b><u>Accountability</u></b>                                                                                                                                                                                                                                     |                                                                                                            |         |
| <b>4.0</b> CMS will launch an on-line survey to assess agencies' activities in implementing the plan. Each year CMS will work collaboratively with the Asian American Employment Council to review and revise, as needed.                                        | CMS, all state agencies under the Governor's jurisdiction, Asian American Employment Plan Advisory Council | Met     |
| <b>4.1</b> CMS will prepare an Executive Summary documenting agencies' progress towards meeting stated goals relevant to Asian American employment and promotion.                                                                                                | CMS                                                                                                        | Met     |
| <b>4.2</b> Work collaboratively with the AsAEP Advisory Council to develop Plan objectives for next reporting year.                                                                                                                                              | CMS, Asian American Advisory Council                                                                       | Met     |



## VI. 2016 Asian American Employment Plan and Objectives

| STRATEGY/OBJECTIVES                                                                                                                                                                                                                                                                                                                          | WHO                                                                                   | WHEN                                                            |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------|-----------------------------------------------------------------|
| <b><u>Leadership</u></b><br><b>1.0</b> Each agency director will be given a copy of the 2016 AsAEP with a letter from the Governor highlighting the importance of diversity in general while reminding agencies of their obligation to Affirmative Action and Equal Employment Opportunity.                                                  | CMS, Governor's Office                                                                | 1 <sup>st</sup> Quarter                                         |
| <b>1.1</b> An overview of the Plan will be presented to the Governor's Deputy Chiefs of Staff and Agency Directors to inform on specifics of the Plan and to affirm the Administration's commitment to the Plan.                                                                                                                             | CMS, Governor's Office, Agency Directors                                              | 2 <sup>nd</sup> Quarter                                         |
| <b>1.2</b> Analyze all relevant data to develop 2017 AsAEP for presentation to the General Assembly by February 1 <sup>st</sup> , as required by PA 097-0856.                                                                                                                                                                                | CMS, code state agencies, Asian American Advisory Council                             | 1 <sup>st</sup> Quarter                                         |
| <b>1.3</b> Provide administrative support to the Asian American Advisory Council pursuant to specific reporting responsibilities outlined in PA 097-0856.                                                                                                                                                                                    | CMS, Governor's Office, AsAEP Advisory Council                                        | Ongoing                                                         |
| <b><u>Recruitment and Selection</u></b><br><b>2.0</b> Mandated Hiring and/or Promotion Monitors must be completed by agencies and authorized by CMS prior to personnel transaction processing. Plan coordinator will review these forms for use in assessing an agency's overall best practices relevant to Asian American underutilization. | Department of Human Rights, all state agencies under the Governor's jurisdiction, CMS | Ongoing                                                         |
| <b>2.1</b> Compile Asian American grade and application data to ensure that Asian Americans are fully informed of e-recruiting online application procedures, ensuring that the number of Asian Americans applying for state jobs is not adversely affected.                                                                                 | CMS                                                                                   | 1st quarter, then ongoing and reported in each subsequent Plan. |
| <b>2.2</b> Present to agency personnel managers and EEO staff on a periodic basis an overview of the State AsAEP.                                                                                                                                                                                                                            | CMS                                                                                   | Ongoing                                                         |

| <b>STRATEGY/OBJECTIVES</b>                                                                                                                                                                                                                                                                            | <b>WHO</b>                                                                        | <b>WHEN</b>             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-------------------------|
| <b>2.3</b> Review the Underutilization Regional Summary Report prepared by DHR to use in developing objectives for improvement.                                                                                                                                                                       | CMS, State AsAEP Advisory Council                                                 | 3 <sup>rd</sup> Quarter |
| <b><u>Education</u></b><br><b>3.0</b> CMS will continue follow-up meetings with agencies identified by the Department of Human Rights as failing to meet their affirmative action goals.                                                                                                              | CMS                                                                               | Ongoing                 |
| <b>3.1</b> EEO/AA officer meetings will be conducted on a periodic basis with agencies.                                                                                                                                                                                                               | CMS, DHR                                                                          | Ongoing                 |
| <b>3.2</b> The Upward Mobility Program, subject to Appropriation, provides an important pathway to promotional opportunity. Benchmark information will be gathered and reported in the 2017 AsAEP and each subsequent Plan thereafter, to document Asian American participation and completion rates. | CMS, UMP                                                                          | 4 <sup>th</sup> quarter |
| <b><u>Accountability</u></b><br><b>4.0</b> CMS will launch an on-line survey to assess agencies' activities in implementing the plan. Each year CMS will work collaboratively with the AsAEP Advisory Council to review and revise, as needed.                                                        | CMS, all state agencies under the Governor's jurisdiction, AsAEP Advisory Council | 4 <sup>th</sup> Quarter |
| <b>4.1</b> CMS will prepare an Executive Summary documenting agencies' progress towards meeting stated goals relevant to Asian American employment and promotion.                                                                                                                                     | CMS                                                                               | 4 <sup>th</sup> Quarter |
| <b>4.2</b> Work collaboratively with the AsAEP Advisory Council to develop Plan objectives for next reporting year.                                                                                                                                                                                   | CMS, AsAEP Advisory Council                                                       | 4 <sup>th</sup> Quarter |

---

## VII. Conclusion

According to the 2010 U.S. Census data, Asian Americans comprise slightly more than five percent of Illinois' population, but to date, comprise only about 2.6 percent of State employees. The first AsAEP Advisory Council took a closer look at underutilization goals across all agencies, counties, and job titles and developed an annual comprehensive plan to assist agencies to meet their individual objectives. The data reported within this report indicate that 51.8% of the State's Asian American State employee workforce remains concentrated within one agency, the Department of Human Services, where the 623 Asian American employees constitute 4.7% of the agency's workforce. Among the five agencies with the highest number of Asian American employees, three agencies, the Department of Human Services, Department of Corrections and Department of Public Health increased their number of Asian American employees in 2015. Six agencies (the Illinois Arts Council, Criminal Justice Information Authority, Illinois Environmental Protection Agency, Labor Relations Board, Law Enforcement Training and Standards Board, and the Department of Public Health) have percentages of Asian American state employees that exceed the percentage of Asian Americans in the state population. However, at the vast majority of agencies, the percentage of Asian American employees is well below the percentage of Asian Americans in the Illinois population.

The 2013 AsAEP helped the State of Illinois begin the process of improving the representation of Asian Americans at all levels of the state workforce by:

- Establishing the AsAEP Advisory Council, appointed by the Governor, which met once each quarter and set goals and objectives as may be required to increase the opportunities for hiring, retaining and promoting Asian Americans in the state workforce.
- Designating an AsAEP Coordinator within the Department of Central Management Services and the Governor's Office to work jointly with the AsAEP Advisory Council to ensure that the goals of the Plan are met.
- Referring to established benchmarks to measure the State's efforts.
- Incorporating individual agencies' best practices into Statewide practices.
- Developing a standard process for all agencies to use when developing strategies for recruitment, hiring, retention and promotion.
- Working with agencies on targeted outreach for recruitment and assistance with the State employment application process.

The work progressed in 2015 with:

- Continued meetings attended by the 11 AsAEP Advisory Council appointees and designated representatives (ex-officio members) from state agencies.
- Targeted meetings with key staff members of state agencies
- Regularly organized opportunities for state agencies to recruit within the Asian American community.
- Outreach efforts that inform the public about the state employment recruitment process.
- Cooperation by community leaders to convey and disseminate information about job opportunities with state agencies.

---

Over the course of the coming year, the goals and objectives outlined in this report will be adjusted and broadened to improve career opportunities for Asian Americans in the State workforce, and for improved service to all citizens of Illinois. Ideas that will be pursued and developed over the upcoming year include:

- Further expanding a standardized list of community contacts for state agencies to reach directly with job announcements and employment opportunities.
- Repeat the cycle of recruitment workshops that are held in partnership with Asian American community organizations in various locations where there is significant population concentration.
- Develop a recruitment webinar that can be used to inform applicants about the application process and supplement the in-person presentations that are currently conducted.

Questions on the AsAEP may be directed to Carlos R. Charneco in Central Management Services, 312/814-0922 or [carlos.charneco@illinois.gov](mailto:carlos.charneco@illinois.gov).









Printed by the Authority of the State of Illinois  
Printed on Recycled Paper  
20 copies • IOCI 16-0390 • 01/16

