

**Date:****To:** Honorable Members of the Illinois General Assembly**From:** Anthony Pascente, Acting Director, Department of Central Management Services (CMS)**Re:** Data Governance and Organization to Support Equity and Racial Justice Act Section 20-15(a) Report

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This report is issued pursuant to the provisions of Section 20-15(a) of the Data Governance and Organization to Support Equity and Racial Justice Act (“the Act”) (20 ILCS 65/20-1). The Act requires the Illinois Department of Central Management Services (CMS) to report statistical data on the racial, ethnic, age, sex, disability status, sexual orientation, gender identity, and primary or preferred language demographics of program participants for each major program CMS administers.

### Introduction

In the first Annual March Data Governance and Organization to Support Equity and Racial Justice Act Report, CMS identified the following “major program” and corresponding participant population for analysis:

- *PEERS – Personnel Mainframe*

For each major program identified in the CMS March 2022 report, this report will provide statistical data where available for each of demographic dispositions enumerated in the Act: race, age, sex, disability status, sexual orientation, gender identity and primary or preferred language.

Section 20-15(e) of the Act states “if the Board or Department is unable to begin reporting the data required by subsection (a) by July 1, 2022, the Board or the Department shall state the reasons for the delay under the reporting requirements.” As of the date of this report CMS was unable to begin reporting the following data:

- Sexual Orientation
- Gender Identity
- Subcategories of race and ethnicity (“some other race alone” or “two or more races”)
- Subpopulations of disability status and primary or preferred language

### Change Management Efforts and Potential Challenges

Because the above data was not historically collected, CMS has begun to investigate means by which it may collect the data going forward. CMS and DoIT are partnering on large scale Human Capital Management (HCM) implementation designed to overhaul much of the personnel data collection and to automate the Bureau of Personnel’s processes. CMS has identified this PEERS-successor project as the

vehicle by which it will collect the above-mentioned data on an ongoing basis. The ongoing HCM program is expected to be implemented over two additional phases, the first concluding in Spring 2023 and the second in Spring 2024. Until that time, CMS intends to report in the current form.

### **Methodology**

The information contained in this report is based solely on the data reported to the provided by program participants and collected by programming personal for the various major programs. The data provided by program participants has not been audited for completeness and quality, therefore, no baseline for comparison has been established.

For the purpose of this report, program participants are defined as “individuals detailed in GOMB’s existing Illinois Performance Reporting System (IPRS) programs based at CMS and collecting individual data from a primary (as opposed to second-hand) and mature (as opposed to in-development) system with a historical record of collecting demographic information.” The program participants count is the number of distinct individuals that have been identified as program participants regardless of demographic category.

The data included in this report are collected from the personnel mainframe system using the query titled “PER.PPCS.MV.CMS.EEOC.” This specific extract was made on April 1, 2022. This query is developed and supplied by DoIT staff to CMS monthly. The race, ethnicity, sex, and age data originate from personnel form CMS-2. The language data is based on position data from the CMS-104 Position Description and disability status data is based on a survey completed by Equal Employment Opportunity (EEO) officers.

### **Race and Ethnicity**

The Act provides that CMS “shall use the same racial and ethnic classifications for each program.” 20 ILCS 65/20-15(a). The enumerated classifications as expressly stated in the statute are:

- (1) American Indian and Alaska Native alone.
- (2) Asian alone.
- (3) Black or African American alone.
- (4) Hispanic or Latino of any race.
- (5) Native Hawaiian and Other Pacific Islander alone.
- (6) White alone.
- (7) Some other race alone.
- (8) Two or more races.

The Act allows for CMS to “further define the racial and ethnic categories[.]” The CMS program described in this report does not use any additional categories but does not yet include “some other race alone” or “two or more races”. The plan for including those categories is described in the above section on change management.

### **Federal Reporting**

Act further States that if...

a program administered by the Board or the Department is subject to federal reporting requirements that include the collection and public reporting of statistical data on the racial and ethnic demographics of program participants, the Department may maintain the same racial and ethnic classifications used under the federal requirements if such classifications differ from the classifications listed in subsection (a).

As CMS is required to comply with federal reporting requirements associated with the PEERS dataset, CMS has provided information relating to race/ethnicity and sex using the below categories. Note that CMS intends to follow the Governor's Office of Equity's guidance with obtaining additional categories and, if necessary and appropriate, consolidating those categories into federally required categories. These changes would be made during the HCM implementation process, where changes will likely begin with workforce demographics ("Employee Central") prior to any expansion to hiring ("Recruiting/Hiring Module").

*Race/Ethnicity:*

Provided to the federal Equal Employment Opportunity Commission (EEOC) as part of the EEO-4 reporting requirement. Definitions are as follows:

Hispanic or Latino - A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Black or African American (Not Hispanic or Latino) - A person having origins in any of the black racial groups of Africa.

Native Hawaiian or Other Pacific Islander (Not Hispanic or Latino) - A person having origins in any of the peoples of Hawaii, Guam, Samoa, or other Pacific Islands

Asian (Not Hispanic or Latino) - A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

American Indian or Alaska Native (Not Hispanic or Latino) - A person having origins in any of the original peoples of North and South America (including Central America), and who maintain tribal affiliation or community attachment.

Two or More Races (Not Hispanic or Latino) - All persons who identify with more than one of the above five races (White, Black or African American, Native Hawaiian or Other Pacific Islander, Asian, American Indian or Alaska Native).

Note: Any changes to include Office of Equity categories such as Middle East or North African would be evaluated in the context of the federal requirements before being "rolled up" (after consultation with the Office of Equity) into the federal categories. CMS will also investigate the appropriate use of an "other" category if available and appropriate. Any such changes will be incorporated through the above-mentioned HCM change management processes, with an expected completion date of Spring 2024.

*Sex:*

Provided to the EEOC as part of the EEO-4 reporting requirement. This report inquires after those who identify as "male" or "female."

Note: Any changes to include Office of Equity categories such as intersex would be evaluated in the context of the federal requirements before being potentially excluded (after consultation with the Office of Equity) from the federal categories. CMS will also investigate the appropriate use of an “other” category if available and appropriate. Any such changes will be incorporated through the above-mentioned HCM change management processes, with an expected completion date of Spring 2024.

**Statistical Data: State Workforce (Bureau of Personnel)**

Note: A blank space indicates the data is not collected. A zero indicates it is collected, but that there were no responses. An “x” indicates that there were fewer than ten respondents whose identities might be revealed by giving a distinct count and are therefore masked.

**Race**

Program Participants	American Indian/ Alaska Native	Asian/ Asian American	African American/ Black	Native Hawaiian and Other Pacific Islander	Middle Eastern/ North African	White/ European American	Some Other Race Alone	Two or More Races	No Race Specified	Other Category not specified
44,788*	189 (.42%)	1,342 (3%)	9,810 (21.9%)	18 (.04%)		30,166 (67.35%)				

\*Because the methodology includes Latinx/Hispanic alongside race/ethnicity, those individuals are included in “total Program Participants” in this table.

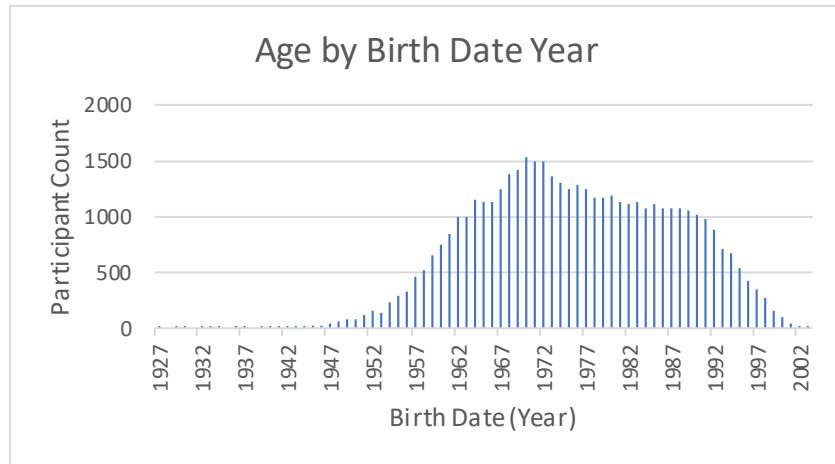
**Ethnicity**

<b>Latino/Latina/Latinx/Hispanic</b>
3,263 (7.3%)

**Age**

Age	Program Participants
18 and under	x
19-24	849
25-34	8,238
35-44	11,404
45 - 54	13,726
55-64	8,827
65+	1,742
Total	44,786

“x” denotes fewer than ten individuals.



### Sex

Program Participants	Female	Male
44,788	22,553 (50.3%)	22,235 (49.7%)

### Disability Status

Disability Status	Program Participants**
RESPIRATORY IMPAIRMENT	1,039
MENTAL DISORDER	309
DEAF/HEARING IMPAIRMENT	354
BLIND/VISUAL IMPAIRMENT	166
ORTHOPEDIC IMPAIRMENT	619
NERVOUS SYSTEM DISORDER	182
CARDIOVASCULAR DISORDER	83
OTHER	x
Total	2,202

X = Fewer than ten individuals, masked for anonymity.

\*\*Data is collected via survey, with low recent response rates.

### Sexual Orientation

N/A

## Gender Identity

N/A

## Primary or Preferred Language

Primary Language Spoken	Program Participants***
Spanish	1,495
Polish	39
Chinese (including Mandarin, Cantonese)	x
Tagalog (Including Filipino)	0
Hindi	x
Arabic	x
Italian	x
Korean	x
Manual Communication	340
Russian	x
Serbo-Croatian	x
Vietnamese	x
Braille	14
French	x
Total	1,888

"x" denotes fewer than ten individuals, masked for anonymity.

\*\*\*Data only reflects individuals in positions associated with additional language skills.

## Conclusion

This report is transmitted on behalf of Acting Director Anthony Pascente. For additional copies of this report or more specific information, please contact Mark Mahoney, Assistant Director (Mark.Mahoney@illinois.gov and (217) 720-0414).