



State of Illinois  
Department of Central Management Services



# NATIVE AMERICAN FY21 Employment Plan Report



July 1, 2020 – June 30, 2021

# Purpose of This Report

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

In accordance with 20 ILCS 60/15(b), the Illinois Department of Central Management Services submits the following report to the Illinois General Assembly on or before February 1, 2022.

# Letter from Janel L. Forde, CMS Director

Honorable Members of the General Assembly:

Diversity, equity and inclusion continues to be a pinnacle opportunity for growth in all areas of State government. This sentiment is even more present and true now more than ever before. Illinois has an opportunity and a responsibility to ensure that people's government is indeed a reflection of the rich, diverse populations who make up this great State of Illinois.

The latest State employment insights show that the percentage of total Native American employees in Illinois State government as percentage of all State employees has remained steady at 0.4% for some time, however, in the short time since the Employment Plan Council was formed in December of 2020, it has facilitated greater cultural competence than has existed in the past. There is still work to be done to further grow the employee population. As a percentage, applicants identifying as Native American constituted 0.7% of those onboarded which is less than the Illinois Native American population of 0.8%, but greater than current onboard number of 0.4%.

This year, CMS brought outside expertise to agency hiring and recruiting staff by convening panel discussions with relevant community leaders and private sector experts. The panels included members of the Hispanic Employment Plan Advisory Council and other partners facilitated through their networks. These panels discussed best practices and approaches on how to engage the Latinx community to discuss hiring opportunities.

The Native American Employment Plan Council has been an instrumental partner in fostering a strong relationship with the community and in our efforts to increase equitable representation in State workforce. I would like to thank all Council members for their passionate commitment to the State and contributions to this report.

The Illinois Department of Central Management Services stands firm and committed to ensuring that our personnel operations are equitable. We look forward to our continued collaborations as we endeavor on this journey to foster an inclusive and diverse working environment within the State of Illinois.

Sincerely,



Janel L. Forde

Director

Illinois Department of Central Management Services

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# Acknowledgment of Native Lands and Peoples

The Illinois Department of Central Management Services (CMS) aims to grow and practice the most inclusive methods possible. New this year, all employment plan reports are including an acknowledgement of Native Lands and Peoples as an approach to demonstrate gratitude and appreciation for those who have been living and working in this land from time immemorial.

The lands that we now call Illinois are the ancestral homelands of many Tribal Nations including, Peoria, Kaskaskia, Piankashaw, Wea, Miami, Mascoutin, Odawa, Sauk, Mesquaki, Kickapoo, Potawatomi, Ojibwe and Chickasaw. Today, Native peoples from over 100 Tribal Nations continue to call these lands home.

CMS shares the responsibility to acknowledge and actively address histories of dispossession and erasure, and the role that Illinois has played in these colonial practices. We begin this report by recognizing that Native peoples are not only a part of Illinois history but continue to play a vital role in our State's future.

# Executive Summary

This report serves as the annual plan to ensure diversity, equity and inclusion for Native American persons employed or seeking employment in State government. In accordance with 20 ILCS 60/15(b), the Illinois Department of Central Management Services (CMS) submits the following report to the Illinois General Assembly on or before February 1, 2022.

The FY21 Native American Employment Plan Report, provides comparable data to mark the progress of efforts to fully develop a diverse and equitable State work force. Action items are provided in this report noting progress from FY21 as well as establishing objectives for FY22. Annual data comparisons of current State employees are provided to gauge the success of those endeavors in meeting our goal for creating a work force that reflects the diversity of our State, and a workplace that provides equitable opportunities for all.

We note that in this report the data reflects the following:

- The overall State employee workforce identifying as Native American remained at the same number, 188 (.04%) of the State workforce as in FY20.
- Over the last 10 years, except for FY11, the number of State employees identifying as Native American has remained unchanged as a percentage of the workforce, at .04%. This while the State saw a decrease in population by of about 18,000 from the 2010 Census (12.83 million total), a difference of -0.1%.
- During FY21, 27 new hires identified as Native American which is .07 of all new hires in FY21. That is a slight increase from 18, which was .05% of FY20 new hires. Potentially indicating the start of an upward trend.
- FY21 saw a slight decrease from the number of Native American State employees in supervisory/management positions as Senior Public Administrators or Public Administrators. In FY20 there were 14 employees in those positions and in FY21 just 9. Indication of the need for more focused efforts in career development opportunities for Native American employees.
- In FY21, 55.8% of the employees identified as Native American women. That compares to 58% of the current overall State workforce that identifies as women. Offering a clear recruitment opportunity among Native American women to consider state government as a career.

The data presents an indication of the work ahead to increase the number of Native Americans in the State workforce while indicating some evidence of the beginning of progress. It should be noted that the Native American Advisory Council first meeting was in December of 2020 as the newest of the State's employment advisory councils. Much of the work and efforts of the council and their partners is continuing to grow and evolve as we move into FY22 and beyond.

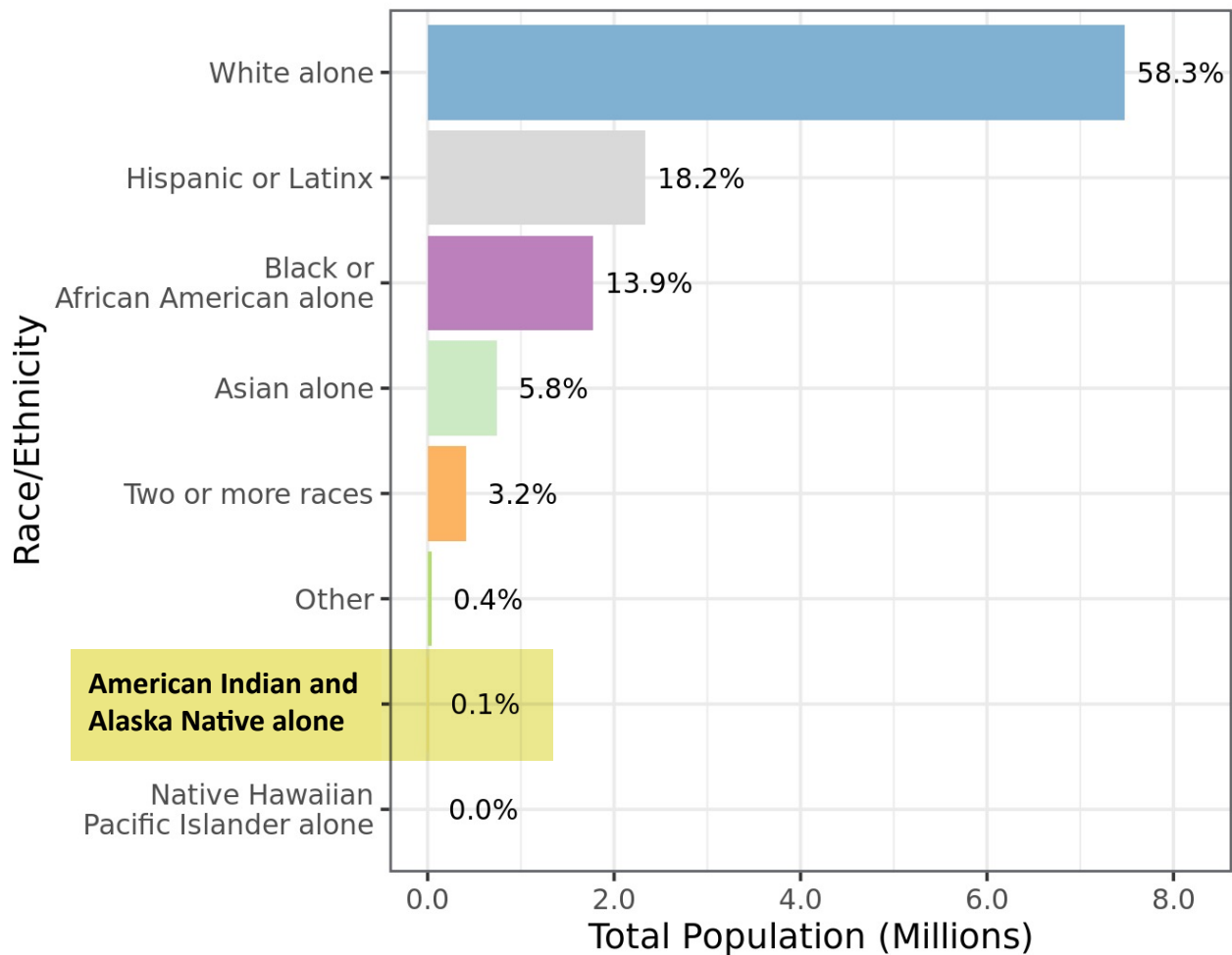
In addition to increasing overall diversity of the State workforce, also underway are efforts to insure equitable opportunities and access to career advancement and supportive work environments. CMS works closely to align with the objectives of the newly established Governor's Office of Equity, engaging with the Chief Diversity Officer in advancing diversity and equity in State hiring and retention, as well as supporting and working together with the Hispanic Employment Plan Advisory Council to advance those goals through setting action-oriented objectives.

The FY21 Native American Employment Plan Report provides an understanding of the progress that has been achieved as well as provides a path forward to improving all aspects of diversity, equity, and access in State government employment. This report provides the blueprint for the work ahead in FY22.

# Illinois' Government Workforce Representation for Native Americans

As the State's lead in people function, CMS' role is crucial in ensuring that Illinois' workforce reflects its diverse population and offers the appropriate resources for millions of Illinoisans. Reaching, informing, and connecting with diverse qualified candidates only strengthens the State's workforce, which is made up of more than 44,000 people.

## Illinois Race "Alone" or Latinx Population

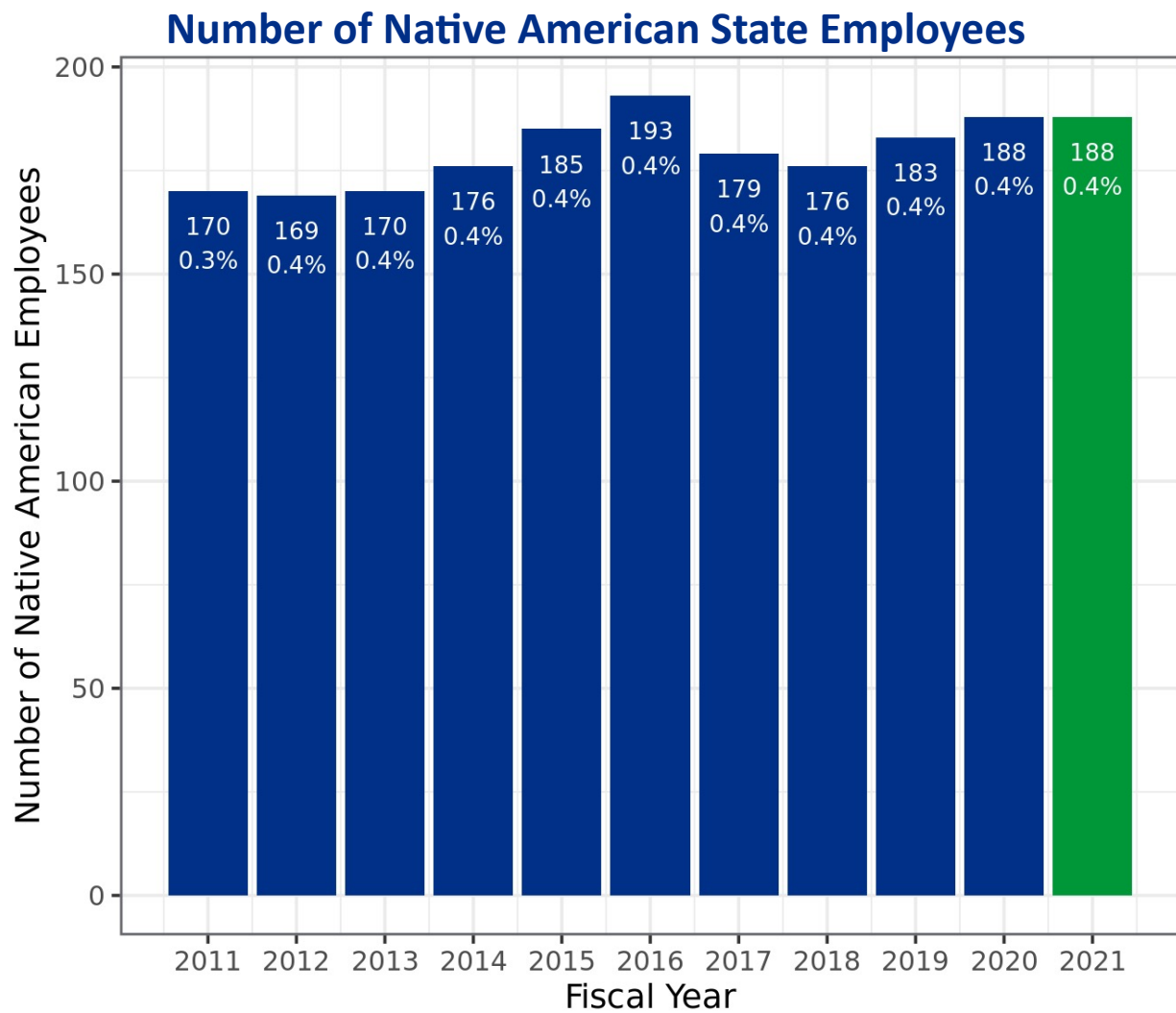


Source: 2020 Census PL 94-171 File

The latest Illinois population trends from the U.S. Census offers important context to better understand the State’s focus on diversifying its career opportunities. The 2020 Census reported that Illinois’ population was about 12.81 million. That was a decrease of about 18,000 from the 2010 Census (12.83 million total), a difference of -0.1%.

The chart above illustrates the diverse population groups represented in the State with the census categories *race alone and Latinx* (ethnicity). Many individuals may choose to respond to more than one racial or ethnic category. This is referred to by the census as the *alone or in combination* population, which is the method used to report individual population numbers.

The *Native American alone or in combination* population in Illinois is 0.8% or about 101,100 people. The State strives to achieve representation parity within its workforce. The State’s employment insights show that the percentage of total employees who identify as Native American did not change from FY20 to FY21, staying at 0.4% (188).



Source: CMS Personnel Mainframe



# Native Americans New Hire Profile

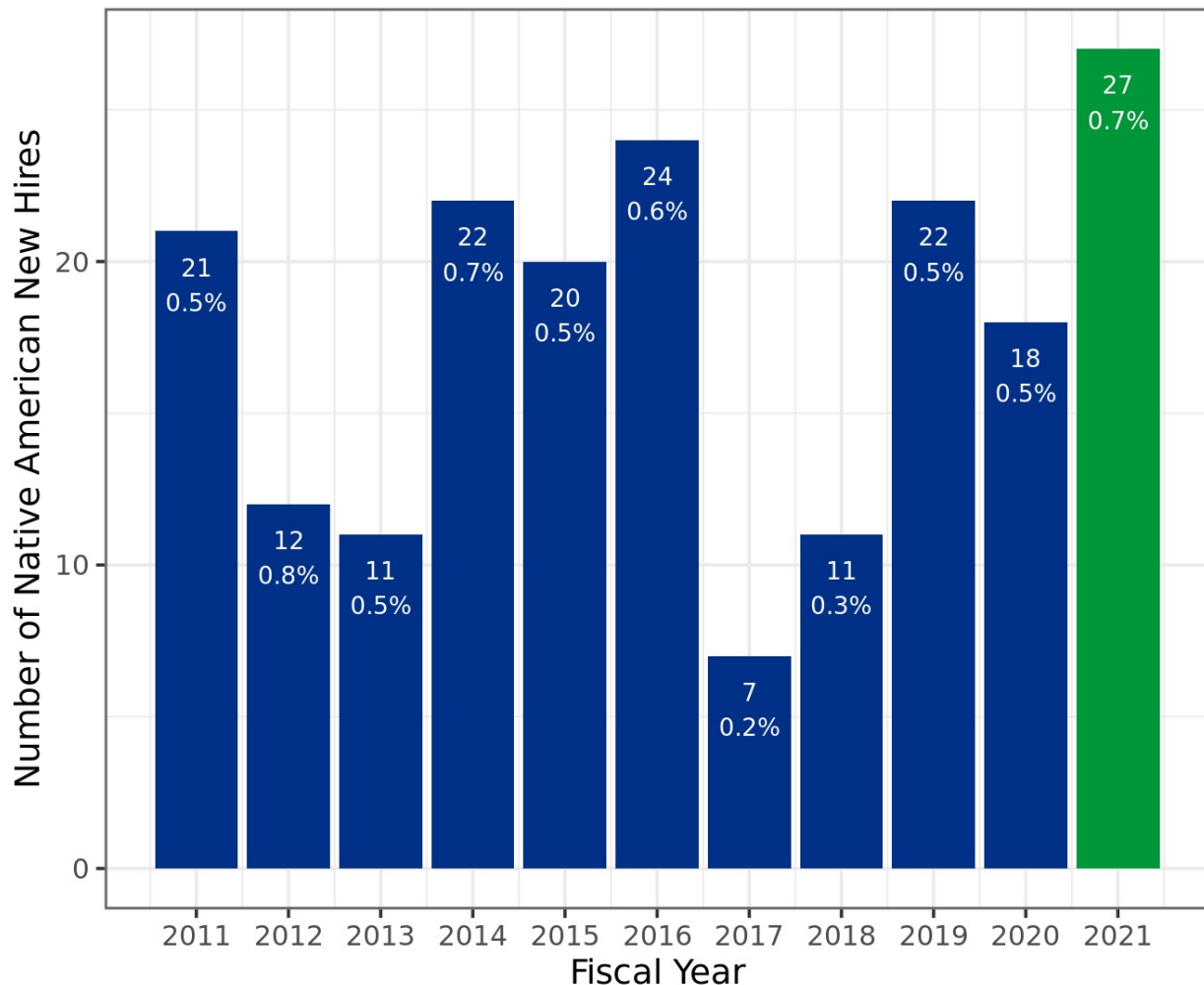
During FY21, 0.7% (27) of new hires onboarded identified as Native American. None of the new Native American hires onboarded in FY21 were senior (exempt employees, positions appointed by the Governor).

There are other code-covered senior positions as well at the State. Those are titles of Senior Public Service Administrator (SPSA) and Public Service Administrator (PSA). In FY20, there were a combined 14 Native Americans in both categories, compared to 9 for the same in FY21.

As for gender comparisons, in FY21 55.6% of new Native American employees onboarded identified as female, compared to the Statewide rate of 58.0%. Totally, as of the end of FY21 47.3% (89), of Native American State employees identified as women, compared to 50.2% of all State employees.

Of the new Native American hires for FY21, there were 11.1% (3) who were also veterans, compared to the Statewide rate of 8.5% new hires. As of the end of FY21, a total of 16.5% (31) of Native American State employees were veterans, compared to 16.3% of all State employees.

## Number of Native American New Hires to State Employment



Source: CMS Personnel Mainframe

## Hires by Agency

The next tables provide a look at how Native American employees are represented by agencies according to data collected by CMS in FY21 as well as a comparison to overall hiring for that agency.

### Representation of New Native American Hires by Agency in FY21

Table is organized in descending order by number of Native American new hires.

Full table is included in appendix.

Agency	Number of New Native American Employees	Total Agency New Hires	% of New Hires (Native American)
Department of Human Services	13	1,381	0.9%
Department of Corrections	6	772	0.8%
Department of Public Health	2	74	2.7%
Department of Veterans Affairs	2	101	2.0%
Department of Children & Family Services	1	369	0.3%
Criminal Justice Information Authority	1	7	14.3%
Environmental Protection Agency	1	95	1.1%
Department of Transportation	1	227	0.4%

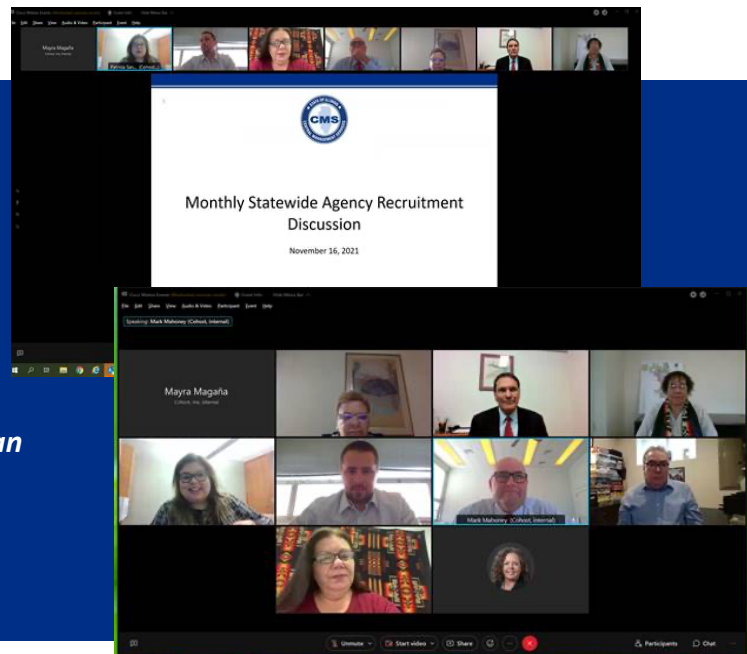
## Representation of Total Native American Employees in FY21 by Agency

Table is organized in descending order by number of Native American employee.

Full table is included in the appendix of this report.

Agency	Number of New Native American Employees	Total Agency New Hires	% of New Hires (Native American)
Department of Corrections	61	12,695	0.5%
Department of Human Services	60	13,632	0.4%
Department of Transportation	9	2,313	0.4%
Department of Innovation & Technology	8	1,166	0.7%
Department of Veterans' Affairs	7	1,193	0.6%
Department of Children & Family Services	6	2,734	0.2%
Department of Juvenile Justice	6	829	0.7%
Department of Public Health	5	1,144	0.4%
Healthcare & Family Services	4	1,653	0.2%
Department of Employment Security	3	1,118	0.3%

*CMS hosted a panel presentation with guests from the Native American Employment Plan Advisory Council and partnering organizations. The panelists provided insights on how agencies can more effectively engage with the Native American community and overcome challenges they have faced in their outreach efforts.*



## Agency Survey Responses

As part of the annual employment plans, CMS includes survey responses from agencies on a variety of topics ranging from recruitment and hiring to employee professional development.

Of agencies responding to the Employment Plan Survey, 10 reported having a liaison to the Native American community. 24 agencies indicated there is no Native American community liaison. Agencies were asked if that liaison had decision making authority in four areas. 10 agencies reported that the liaison had decision making authority in Native American recruitment; 2 with hiring/promotion authority; and 2 for interviews.

A sample of some of the other survey questions are included below.

Question	Total Native American	Total Employees	% Native American
How many employees in your agency were certified by CMS to conduct structured interviews as of June 30, 2021?	4	3,740	0.1%
How many employees in your agency received tuition reimbursement in FY2021?	13	3,702	0.4%
How many paid interns did your agency hire during fiscal year 2021?	0	127	0.0%
How many interns did your agency hire during fiscal year 2021 who worked in exchange for educational credit?	0	45	0.0%
How many interns did your agency hire during fiscal year 2021 who were unpaid and did not work in exchange for educational credit?	0	24	0.0%

# Efforts and Opportunities in Outreach & Recruitment

## Employee Pipelines and Professional Development

There is an opportunity to increase partnerships with colleges, universities, and other community organizations to attract more Native American interns. Creating a pipeline for interns to gain practical experience and exposure to careers in State government is an important recruitment tool.

In addition to the current summer Curry Internship Program and the University of Illinois at Springfield Graduate Public Service Internship Program, CMS is also working to expand more strategically focused opportunities. By partnering with higher education institutions with services to, or programs of study in Native American communities, CMS' Bureau of Diversity & Inclusion is building new internships. In FY21, CMS initiated partnership conversations with University of Illinois at Chicago (UIC), the University of Illinois at Urbana-Champaign (UIUC) and Northwestern University, as well as partnering with the Native American Chamber of Commerce and other civic leaders to move the vision forward in partnership with the Native American Employment Plan Council. The first interns are expected to begin in Fall 2022.

## Community Improvement and Human Resources

CMS recognizes there is a prime opportunity to strengthen relationships with Native American advocacy and career development organizations across the State. When asked, agencies responded having a total number of 21 Native American employees responsible for recruitment and outreach efforts; 10 Native American employees routinely included in selecting job candidates for interviews; 0 agencies have Native American employees who are policy makers.

Working with the Native American Employment Advisory Council and other partners and organizations CMS conducted a discussion on how to enhance outreach and recruitment in the Native American Community. The discussion was part of the monthly Statewide Agency Recruitment call that CMS leads for agency HR and recruitment teams. The call provides an opportunity for agencies to hear from potential partners on and other agencies on how we may be able to better reach potential State job applicants within the Native American community. As a result, CMS is in a better position to acknowledge that high-context relationships are a culturally centered approach to building bridges with the Native American community. To do so, CMS' Diversity and Inclusion Bureau has revamped its recruitment strategy and transitioned from a transactional model to an in-depth approach that aims to build long lasting and authentic relationships towards an equitable pipeline that strengthens the Native American workforce.

## Opportunity to Improve or Enhance Recruitment Efforts

The recruitment challenges facing the nation are also felt within Illinois State government. Those challenges require the State to enhance their efforts and develop more strategic outreach and recruitment activity to attract a strong applicant pool. It also requires the State to ensure that the hiring process itself is fully accessible and mirrors best human resources practices seen in the private sector.

*CMS Employees  
recruiting  
at Chicago  
American Indian  
Center's annual  
Pow Wow*



## Hiring Reform & Human Capital Management (HCM)

Since 2018, the State of Illinois has embarked on transformative improvements in the State hiring and employee management process. CMS has led efforts to develop and adopt the Comprehensive Employment Plan (CEP) to ensure full compliance with the State personnel code and implementation of human resources best practices.

Under Governor Pritzker, the State of Illinois has fully implemented the CEP and trained all Human Resource teams. Implementation of best practices established through the CEP creates a more competitive, inclusive, and transparent hiring process for all State jobs. In addition, CMS provides support through the Compliance Office within the Bureau of Personnel to provide best practice guidance, compliance oversight of hiring sequences and training to continuously improve Human Resources processes.

CMS has also partnered with the Department of Innovation and Technology (DoIT) to begin the adoption of a Human Capital Management System (HCM), known as Success Factors, for all State agencies. The new HCM will provide a centralized tool for managing the employment lifecycle from job application, to onboarding, employee learning and training, to offboarding, creating enhanced access and transparency for all users.

The adoption of human resources management best practices through the adoption of the CEP and the implementation of a new HCM system will allow for a fully electronic hiring process. This integrated system will provide a streamlined process for applicants to apply for State jobs and track efficiencies through the hiring process itself. The electronic process provides more efficiency for hiring managers as well as increased transparency and responsiveness to the applicants. In addition, the electronic process allows for more strategic sharing of open jobs with various community partners to maximize outreach and expand our potential for attracting a more diverse applicant pool.

While the complete implementation and reporting is necessary to fully gauge the impact of these improvements, it is already clear that the new process provides an opportunity to attract more applicants from outside of State government. By expanding access there is an opportunity to realize an increase in the diversity of the overall applicant pool and hiring outcomes. CMS anticipates reporting further advantages and more detailed data as the implementation continues to move forward.

# Native American Employment Plan

## FY22 Action Items

As in recent Employment Plans, action items for the year ahead are included in this report as follows: Employment Numbers Reporting - Quarterly hiring reports will be provided to the Native American Employment Plan Advisory Council prior to each meeting. CMS will in addition provide a general overview of hiring at the council meeting.

The quarterly report will contain the following:

- Demographic make-up of the State workforce at the time of the report. All state employees.
- Demographic make-up of all SPSAs and PSAs.
- Demographic make-up of all Senior Leadership (Exempt) State employees.

**Retention Demographics** – CMS will identify platforms that will allow future Employment Plan Reports to include metrics tracking the number of individuals that have left State employment in the preceding year, broken down by race and ethnicity. Once identified, CMS will also provide these metrics to the Employment Plan Councils on an as-needed basis.

**Internships** - Create additional internship opportunities for Native American students through external educational and community partners.

**Native American Employee Plan Coordinator** - The enacting statute for the Native American Employment Plan Advisory Council provides for a hiring of a State employee within CMS to assist and support the work of the council. Following the hiring process set forth in the State of Illinois Comprehensive Employment Plan, CMS will move forward with seeking and filling the position. Providing more capacity for outreach, recruitment, and Native American employee engagement.

**Interview Panel Diversity Guidelines** - Collaborating with the Governor's Equity Office, CMS will develop and distribute guidelines on adopting best practices for ensuring inclusive interview panels. As required by Public Act 102-0617, CMS will report progress to the Illinois General Assembly in an annual report in FY22.

**Implicit Bias Training for HR** - Collaborating with the Governor's Equity Office and DHR, CMS will develop implicit bias training and certification requirement for all agency interviewers.

**Employee Resource Groups** - Develop opportunities for State employees to establish Employee Resource Groups throughout State government in support initiatives to improve Native American employee career development and promote an inclusive workplace that retains diverse talent.

**Partnership Development** - Continue to work with the Native American Employment Plan Advisory Council and other external partners in higher education well as community organizations that serve the Native American community. Participating in outreach and engagement events, activities and virtual and in person job fairs.

**CMS Conversations** - CMS Diversity and Inclusion Bureau will continue to work with the Governor's Equity Office and DHR to create opportunities to mitigate implicit biases through professional development that aims to advance diversity, inclusion, equity and access in Illinois state workforce.



# Native American Employment Plan Advisory Council

## Native American Employment Plan Council

CMS is required per 20 ILCS 405/405-120 Civil Admirative Code, to partner and work with Governor appointed subject matter experts, who make up the Native American Employment Plan Council, to examine and assist in providing solutions for the following:

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

## Statement from the Council

Members of the Native American Employment Plan Advisory Council would like to express their appreciation to the honorable members of the General Assembly and Governor J.B. Pritzker for the passage and signing of the Native American Employment Plan Act. Illinois is one of the few states without federally or state recognized trips or tribal lands held in trust; this historic action will serve as an example for other states that the vibrant American Indian community can be embraced and included and their talents and skills utilized. Our inaugural meeting was held in December 2020 and initiated a new era and relationship with Natives in Illinois. The content of this report shows how far we need to go for proper equitable representation, but we look upon and embrace this as an opportunity to increase our participation and contribution in the workforce and public service of our great state.

The members would also like to extend a special thanks to:

**Senate Sponsors:** Sen. Suzy Glowiak Hilton and Sen. Christina Castro

**House Sponsors:** Rep. Terra Costa Howard, Rep. Michelle Mussman, and Rep. Elizabeth Hernandez

## The following community and industry leaders served the Native American Plan Council in FY21:



**Andrew Johnson (Council Chair)** is an enrolled member of the Cherokee Nation. He currently serves as the Executive Director of the Native American Chamber of Commerce of Illinois and President of Cherokee Asphalt Solutions, LLC. Mr. Johnson also served as the Executive Director of the American Indian Center of Chicago. Previous employers have included Oracle Corporation, PricewaterhouseCoopers and Deloitte. He is a CPA and received his MBA from the University of Southern California.



**Matthew Beudet Nis Siposh (Twin Rivers)** Beudet is an enrolled citizen of the Montauk Tribe of Indians. He also serves as legal counsel to the tribe and serves on the Council of Elders. He is the co-founder and past president of the Illinois Native American Bar Association; former faculty member at the Native American Educational Services (NAES) College, and former faculty member of the National Tribal Judicial Center. He served as a delegate in the Native American Caucus for the 2008 Democratic National Convention. He is also the recipient of the Illinois State Bar Association’s Community Service Award in recognition for legal service and advocacy for the Native American community. He was appointed by Mayor Lori Lightfoot to serve as the Commissioner of the Chicago Department of Buildings. The appointment marked the first time in Chicago history that a Native American was appointed to lead a Chicago department or agency. Mr. Beudet received a bachelor’s degree from Loyola University of Chicago and his law degree from the John Marshall Law School.



**Tim Blanks** a Native American member of the Lumbee Tribe of North Carolina. Blanks received a master’s degree in Education Administration from DePaul University. He is the owner and president of American Metal Manufacturing Inc. in Chicago. He is currently the President of Board of Directors of the Native American Chamber of Commerce of Illinois. He is the former President of the Board of Directors of the American Indian Center of Chicago.



**Peter Poirot** was born and raised in Nashville, Illinois. He is a self-employed bricklayer and contractor. Mr. Poirot attended Nashville High School and two years of junior college. He also has the distinguished honor of being an Eagle Scout.



**Pamala M. Silas** is a member of the Menominee Indian Tribe and an Oneida descendant. She has a Bachelor of Science in Economics from DePaul University and a Certification in Association Management (CAE). For over 25 years, Pam has led local and national nonprofit organizations that address issues of equity, leadership, community development and education in underrepresented communities. Pam has also provided executive leadership for organizations such as National American Indian Housing Council in Washington, D.C., the Native American Journalists Association and American Indian Science & Engineering. She currently works for Northwestern University as the Associate Director for the Center for Native American and Indigenous Research that operates as a hub for multidisciplinary, collaborative work informed by and responsive to Native American and Indigenous communities.



**Susan Stanley** has been employed with the California Indian Manpower Consortium, Inc. (CIMC, Inc.) for 19 years as a Workforce Development Coordinator III. CIMC, Inc. provides Native American Employment and Training to Native Americans in the State of Illinois and three counties in Iowa—Scott, Clinton, and Muscatine. The organization aids with job searches, career pathways and supportive services to clients in several ways. Stanley works with Social Service programs from all counties and enjoys learning what assistance is available to those in need.



**Wendy K. White Eagle** is the President and Chair of the Board for Native Capital Investment, Inc. As member of the Ho-Chunk Nation, she has first-hand knowledge of Tribal operations from strategic planning to business development. She has more than 25 years of business building experience in the utility, financial, and manufacturing sectors specialization is in helping companies build high performing processes to actualize business impact. Ms. White Eagle is skilled at integrating various strategic approaches –from Six Sigma to Customer Relationship Management – into organizational culture. In addition to large corporate experience, she has been involved in circles of worldwide thought leadership in Sustainable Business and mindful development. Ms. White Eagle graduated from Edgewood College with a Bachelor of Science in Communications and completed graduate work at the Center for Quality and Productivity, School of Business, University of Wisconsin-Madison.



**Kim Vigue** has worked for the advancement of tribal public health and education for more than 20 years by helping many of the leading tribal organizations, federal agencies, nonprofit, and private sector entities develop and deliver complex, culturally relevant initiatives and campaigns designed to improve the well-being of Native American communities. Kim has worked with federal partners, tribal leadership, health care practitioners, and community-based organizations to collaboratively implement programming to promote healthy solutions, raise awareness, and generate positive change for Native children, families, and communities. Before founding Wolf River Consulting Group, Kim was the Communications Director at the U.S. Department of the Interior’s Bureau of Indian Education, providing oversight of all communication strategies and media relations for its 48,000 students, 183 schools, and post-secondary institutions. Kim is an enrolled member of the Oneida Nation, a descendant of the Menominee Tribe, and holds a Master of Science in Anthropology from the University of Wisconsin.

# Governing Authority

## Governing Authority

Civil Administrative Code

<https://www.ilga.gov/legislation/ilcs/ilcs5.asp?ActID=235&ChapterID=5>

CMS is statutorily designated to develop the Native American Employment Plan, monitor State agency compliance, and receive agencies' annual reports regarding their efforts to implement the prior year's Native American Employment Plan. CMS Sends State agencies an annual Native American Employment plan survey to gather the necessary data. CMS takes agency responses at face value.

Agency survey responses include metrics as representation in top leadership positions, interview panel diversity, diversity of human resources staff, and career development participating rates.

# From the Council: Interacting with Native Americans in Illinois

## Native American 101

“Native American” or “American Indian” is defined in the statute utilizing the definition in the Illinois Human Rights Act:

- “American Indian or Alaska Native” means a person having origins in any of the original peoples of North and South America, including Central America, and who maintains tribal affiliation or community attachment.

As with other racial or ethnic group, members may prefer different names, in this instance – American Indian, Native American, Indigenous Peoples, First Nations, or others. Others may prefer to be identified by their respective Tribe – Montaukett, Chippewa, Cherokee, etc.

## Rich Diversity of Native Americans

Like the Peoples of Africa, Asia, and Europe, the Indigenous Peoples of the Americas have diverse cultures, traditions, customs, languages, and social structures. In other words, we are not all alike. Illinois was the traditional homeland of primarily Woodland Peoples.

Over the years, most art and media has represented Woodland Peoples the same as a mixture of Plains Peoples, Southwest Peoples, or Pacific Northwest Peoples – living in teepees, wearing long headdresses and turquoise jewelry, and using totem poles.

## Recruitment Do’s and Don’ts

### Do’s

- Treat us like you would yourself.
- Ignore the stereotypes.
- Evaluate us on the merits.

### Don’ts

- Don’t make assumptions, good or bad, based on stereotypes.
- Don’t say “Oh I love Pocahontas, the Black Hawks, Dances with Wolves, etc.”
- Don’t say “My family legend says we have some Indian blood.”
- Don’t say “I didn’t know we still had Indians here” “Are you a U.S. Citizen” “Did you grow up on a reservation” or “You don’t look Indian.”

## From the Council: Native American Recruiting and Employment Organization



### California Indian Manpower Consortium – Chicago Based Operations (CIMC)

Address: 4851A North Milwaukee Avenue, Chicago, IL 60630

Phone: 773-736-1668

Facebook: <https://www.facebook.com/cimccbo>

Twitter: <https://twitter.com/CIMCCBO>

### Mission

The primary purpose of the CIMC is to offer training, employment, and other activities designed to meet the employment and training needs of American Indians in Illinois.

### CIMC has the following objectives:

- to promote community self-help programs and provide direct services to assist the eligible American Indian population to become economically self-sufficient and to alleviate poverty.
- to promote and provide programs and activities designed to improve the educational attainment levels of Native American youth and adults.

### For Employers:

- Job Placement
- No Fee Recruitment
- No Fee Screening
- No Fee Referrals
- On-the-Job Training Placement

### For Native American Job-Seekers:

- Core and Intensive Services
- Career Assessment
- Career Services
- Job Training and Referral
- Small Business and Entrepreneurship Training
- Support Services

### Eligibility for Services:

- A member of a Federally recognized Tribe from United States, Alaska, Hawaii, and Canada.
- Also accept a client's parents, grandparents' membership and then they must show the relationship between client and enrolled member.
- Letters from two community elders stating they know the person to be Native American.

## **From the Council: Glossary of Native American Terms**

The stories of Native Americans have too long been written by outsiders who did not understand the culture. While many of the included terms seem familiar, many have precise meanings, or may need to be disabused of some casual imprecision after years of misuse.

This glossary should be a primer for anyone — in policy, media, or simply general conversation — who wishes to discuss the issues facing Native populations today.

### **American Indian (AI)/Alaska Native (AN)**

As used in the United States Census, an American Indian/Alaska Native is a person “having origins in any original peoples of North and South America (including Central America) and who maintains cultural identification through tribal affiliation or community recognition.” This term is often used in reference to collected data about the population.

### **Indian Country**

Indian Country legally refers to “(a) all land within the limits of any Indian reservation under the jurisdiction of the United States Government, notwithstanding the issuance of any patent, and, including rights-of-way running through the reservation, (b) all dependent Indian communities within the borders of the United States whether within the original or subsequently acquired territory thereof, and whether within or without the limits of a state, and (c) all Indian allotments, the Indian titles to which have not been extinguished, including rights-of-way running through the same.”

### **Indian Reservation**

An Indian Reservation “is an area of land re-served for a tribe or tribes under treaty or other agreement with the United States, executive order, or federal statute or administrative action as permanent tribal homelands, and where the federal government holds title to the land in trust on behalf of the tribe.”

### **Native Food Sovereignty**

Native food sovereignty refers to “the right of American Indians, Alaska Natives, and Native Hawaiians to produce their own traditional foods on their own lands to sustain themselves, their families and their communities.”

### **Sacred Site**

Sacred Site refers to “any specific, discrete, narrowly delineated location on Federal land that is identified by an Indian tribe, or Indian individual determined to be an appropriately authoritative representative of an Indian religion, as sacred by virtue of its established religious significance to, or ceremonial use by, an Indian religion; provided that the tribe or appropriately authoritative representative of an Indian religion has informed the agency of the existence of such a site.”

### **Traditional Ecological Knowledge**

Traditional Ecological Knowledge is “a cumulative body of knowledge, practice and belief evolving by adaptive processes and handed down through generations by cultural transmission, about the relationship of living beings (including humans) with one another and with their environment.”

## **Tribal Consultation**

Tribal Consultation “is a process that aims to create effective collaboration with Indian tribes and to inform Federal decision-makers. Consultation is built upon government-to-government exchange of information and promotes enhanced communication that emphasizes trust, respect, and shared responsibility.”

## **Tribe**

Tribe, otherwise called a “federally recognized (Indian) Tribe,” refers to any American Indian or Alaska Native tribal entity with a government-to-government relationship with the U.S. that is entitled to federal trust obligations. There are currently 567 federally recognized tribes in the United States. Each tribe is distinct, with its own culture, traditions, language, and community. CNAY, however, also represents state-recognized tribes and tribes not recognized by state or federal governments. When using the word tribe in our work, we are referring to all tribes in the United States unless specifically outlined as a federally recognized tribe.

## **Trust and Treaty Obligation**

Trust and Treaty Obligation refers to the federal government’s responsibility “to protect tribal treaty rights, lands, assets, and resources, as well as a duty to carry out the mandates of federal law with respect to American Indian and Alaska Native tribes and villages.”

## **Additional sites**

### **Native Language: Modern Terms for Understanding Native America**

<https://www.aspeninstitute.org/blog-posts/native-language-modern-terms-for-understanding-native-america/>

### **Workforce development toolkit tribal workforce development: glossary and acronyms**

[https://www.ncai.org/ptg/Glossary\\_-\\_Acronym.pdf](https://www.ncai.org/ptg/Glossary_-_Acronym.pdf)

### **A Guide to Tracing American Indian & Alaska Native Ancestry**

[https://www.bia.gov/sites/bia.gov/files/assets/public/ois/pdf/Guide\\_to\\_Tracing\\_American\\_Indian\\_Alaska\\_Native\\_Ancestry.pdf](https://www.bia.gov/sites/bia.gov/files/assets/public/ois/pdf/Guide_to_Tracing_American_Indian_Alaska_Native_Ancestry.pdf)



# Data Sourcing, Methodology and Appendix

## Agencies who completed the FY21 Survey

Abraham Lincoln Presidential Library and Museum  
Human Rights Commission  
Illinois Arts Council  
Illinois Civil Service Commission  
Illinois Commerce Commission  
Illinois Council on Development Disabilities  
Illinois Criminal Justice Information Authority  
Illinois Deaf and Hard of Hearing Commission  
Illinois Department of Aging  
Illinois Department of Central Management Services  
Illinois Department of Children and Family Services  
Illinois Department of Commerce and Economic Opportunity  
Illinois Department of Corrections  
Illinois Department of Employment Security  
Illinois Department of Financial and Professional Regulations  
Illinois Department of healthcare and Family Services  
Illinois Department of Human Rights  
Illinois Department of Human Services  
Illinois Department of Innovation and Technology  
Illinois Department of Insurance  
Illinois Department of Juvenile Justice  
Illinois Department of Labor  
Illinois Department of Natural Resources  
Illinois Department of Revenue  
Illinois Department of Transportation  
Illinois Education Labor Relations Board  
Illinois Environmental Protection Agency  
Illinois Finance Authority  
Illinois Gaming Board  
Illinois Independent Tax Tribunal  
Illinois Labor Relations Board  
Illinois Law Enforcement Training Standards Board  
Illinois Liquor Control Commission  
Illinois Pollution Control Board  
Illinois Prisoner Review Board  
Illinois State Lottery  
Illinois State Police  
Illinois Torture Inquiry and Relief Commission  
Office of the Illinois State Fire Marshall  
State Employee's Retirement System  
State Police Merit Board

## Agencies who did not complete the FY21 Survey

Capital Development Board  
Department of Agriculture  
Illinois Department of Military Affairs  
Illinois Department of Public Health  
Illinois Department of Veterans' Affairs  
Illinois Emergency Management Agency  
Illinois Guardianship and Advocacy Commission  
Illinois Medical District Commission  
Illinois Racing Board  
Illinois State Board of Investments  
Illinois State Toll Highway Authority  
Illinois Student Assistance Commission  
Illinois Worker's Compensation Commission  
Property Tax Appeal Board

## Representation of Total Native American Employees in FY21 by Agency

Table only includes agencies which hired Native Americans (34 agencies excluded).

Table is organized in descending order by number of Native American new hires.

Agency	Number of New Native American Employees	Total Agency New Hires	% of New Hires (Native American)
Department of Human Services	13	1,381	0.9%
Department of Corrections	6	772	0.8%
Department of Public Health	2	74	2.7%
Department of Veterans Affairs	2	101	2.0%
Department of Children & Family Services	1	369	0.3%
Criminal Justice Information Authority	1	7	14.3%
Environmental Protection Agency	1	95	1.1%
Department of Transportation	1	227	0.4%

## Representation of Total Native American Senior Hires in FY21 by Agency

Table only includes agencies which currently have Native American employees (27 agencies excluded).

Table is organized in descending order by number of Native American new hires.

Agency	Number of Native American Employees	Total Agency Employees	% of Total Agency Employees (Native American)
Department of Corrections	61	12,695	0.5%
Department of Human Services	60	13,632	0.4%
Department of Transportation	9	2,313	0.4%
Department of Innovation & Technology	8	1,166	0.7%
Department of Veterans Affairs	7	1,193	0.6%
Department of Children & Family Services	6	2,734	0.2%
Department of Juvenile Justice	6	829	0.7%
Department of Public Health	5	1,144	0.4%
Department of Healthcare & Family Services	4	1,653	0.2%
Department of Employment Security	3	1,118	0.3%
Department of Aging	2	144	1.4%
Department of Agriculture	2	314	0.6%
Environmental Protection Agency	2	633	0.3%
Department of Natural Resources	2	1,153	0.2%
Liquor Control Commission	1	39	2.6%
Central Management Services	1	697	0.1%
Criminal Justice Information Authority	1	63	1.6%
Department of Finance & Professional Regulation	1	405	0.2%
Gaming Board	1	153	0.7%
Guardianship & Advocacy Commission	1	96	1.0%
Department of Insurance	1	199	0.5%
Department of Military Affairs	1	128	0.8%
Department of Revenue	1	1,300	0.1%
State Police	1	930	0.1%
State Retirement Systems	1	97	1.0%

## Methodology

Data included in the Employment Summary, Leadership, Gender, and Veteran sections of this document are sourced from data collected on employee statistics and hiring statistics. Notes on these data sets immediately follow.

Employee statistics are based on annual snapshots of the CMS Personnel Mainframe database from 2008 to present. This is a change in methodology from past years to allow this report to better compare employee counts across multiple years. Numbers will not be directly comparable to past reports. Employee race and ethnicity is self-identified from a mutually exclusive list of possible races and ethnicities. While the process is being reformed, individuals in these data sets were not given the opportunity to identify with more than one race or ethnicity.

Employees are identified as a new hire in the year which they are first shown in the CMS Personnel Database. Employees that switch agencies or are employed with the State less than a full year may not be counted. Employees are identified as a new hire based on the FY21 CMS Personnel Mainframe snapshot. Given transaction processing times, these data do not always match with those who were hired during the year. This methodology was chosen to allow for better year-over-year analysis and may not match agency-level statistics on hiring during the same period.

This methodology was chosen to allow for better year-over-year analysis and may not match agency-level statistics on hiring during the same period. Hires for senior roles are defined as those roles where the employee status is "F" and the position exempt code is "1" or "3."

Data on community liaisons, interviewing, and internships are sourced from the Employment Plan Survey of State of Illinois Agencies.

## Contact Information

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