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March 23, 2022

To the Honorable Members of the Illinois General Assembly:

In compliance with the requirements set forth in the Data Governance and Organization to Support Equity and Racial Justice Act (20 ILCS 65 *et. al*) (the “Act”), the Department of Healthcare and Family Services hereby submits a progress report detailing the programs and data that have been catalogued for which the demographic categories described in Section 20-15 of the Act have been standardized and, to the extent possible, the data sets and programs that are planned for the coming year.

The Act requires the Department of Healthcare and Family Services (HFS) to “report statistical data on racial, ethnic, age, sex, disability status, sexual orientation, gender identity, and primary or preferred language demographics of program participants for each major program” administered by the Department.

While “major program” is not defined in the statute, the Department has adopted the following definition provided by the Governor’s Office of Management and Budget: *a major program is a program with an enacted appropriation of greater than \$1 million in a fiscal year; direct services provided to individuals and/or a reasonable expectation that demographic information can be aggregated via proxy data without substantial cost or disruption to program delivery.*¹

Using these definitions, the Department has identified the following programs and program participant populations for analysis:

Medical Assistance
Child Support Services

In February and March, HFS began to assess currently catalogued demographic data for each of the aforementioned programs.

Following its initial assessment the Department has determined that additional work needs to be done to define and standardize the demographic categories enumerated in the statute.

While additional effort may be necessary to define and standardize some demographic data across the Department’s programs, HFS already collects many race, ethnicity and other equity statistics from our customers on a voluntary basis. This data is consistently used to inform Department decision making and has served as a major input to several recent equity-driven projects such as long term care reform, healthcare transformation, managed care pay for performance metric

¹ Programs with anonymous reporting of violations, those which utilize tele-help lines, and regulatory/licensure programs have been excluded from this definition.

reporting and child support interest payment elimination. HFS is working to develop collection of required demographic data not currently received such as indigeneity, gender identity and sexual orientation.

HFS also utilizes an equity focus regarding its internal operations, in part, through a Diversity, Equity and Inclusion (DEI) Committee to prioritize direct connection of DEI related goals and strategies to the Department's larger strategic planning efforts. Further, our employee hiring is at parity for all races except for Asians (underutilized by 15 positions) and African-Americans (underutilized by one position). To build upon our hiring diversity efforts HFS' Personnel Division is expanding its hiring equity efforts across the state.

In the coming year, HFS will utilize the Office of Equity's guidance to create and standardize definitions for the demographic categories. The Department will work with the Department of Innovation and Technology and the Governor's Office of Management and Budget in the coming months to streamline its data collection and collect the relevant data from major program participants.

As the State works to implement the Act, HFS data stewards, information and technology staff, and diversity, equity, and inclusion leaders will work with the Department of Innovation and Technology and the Governor's Office of Management and Budget to analyze currently catalogued data, identify data gaps, and determine how to collect demographic information. Ultimately, we hope to provide valuable data and analysis that will be meaningful and inform program design and policy-making endeavors.

Very Sincerely and Respectfully,



Theresa Eagleson
Director
Department of Healthcare and Family Services