

**2023 State Asian American
Employment Plan Survey**

Agency: Office of the Illinois Attorney General

Name of Individual Completing Survey: Pamela Blackorby

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1. As of June 30, 2023, provide the number of Asian Americans employed within each of the following EEOC categories:

 12 Officials and Managers

 25 Professionals

 5 Technicians

 0 Protective Service Workers

 2 Para-Professionals

 2 Administrative Support

 0 Skilled Craft Workers

 0 Service-Maintenance

2. As of June 30, 2023, provide the number of funded positions within each of the following EEOC categories:

198 Officials and Managers

311 Professionals

20 Technicians

26 Protective Service Workers

111 Para-Professionals

161 Administrative Support

5 Skilled Craft Workers

3 Service-Maintenance

3. As of June 30, 2023, provide total number of agency employees on board; include full-time, part-time and LOA's:

835

4. As of June 30, 2023, provide the underutilization for Asian Americans by category:

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

1 Para-Professionals

4 Administrative Support

0 Skilled Craft Workers

0 Service-Maintenance

5. Does your agency provide budget allocations for Asian American Employment Programs? If yes, provide FY 23 budget allocation for this program:

While there are no specific budget allocations for Asian American Employment Programs, the OAG actively recruits Asian Americans for positions to ensure that whenever possible qualified minorities, including Asian Americans, are hired in an effort to address agency underutilization of protected classes.

6. What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the Asian American Employment Plan?

The EEO/AA Officer, the Deputy Chief of Staff, the Director of Human Resources and the Director of Attorney Recruitment, Professional Development & Diversity monitor and review hiring to ensure that whenever possible qualified minorities, including Asian Americans, are hired in an effort to address agency underutilization of protected classes.

7. List all agency activities undertaken in implementing the State Asian American Employment Plan:

- a) Asian American employment strategies (recruitment, internships, community linkages, development of a Asian American Employment Recruitment Plan):

The OAG posts all positions on the Office intranet, Internet, LinkedIn, Indeed and with various educational institutions, in an effort to attract qualified minorities, including Asian American candidates. Further, we provide various minority organizations, including all minority Bar Associations, with copies of our vacancy postings, again, in an effort to recruit qualified minorities to our workforce. The OAG provides information to all law schools regarding our Law Clerk program which provides a training ground for future employees, including minorities.

- b) Promotional programs that provide Asian American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of your Asian American public and your Asian American employees:

Employees of the OAG are encouraged to attend trainings of all types to enhance their skills. New employees are surveyed to determine who on staff may be able to serve the needs of Asian speaking constituents. Bureaus

within the OAG are periodically surveyed to determine the need for additional assistance for Asian-Americans.

c) Recommendations provided by DHR, CMS or the Auditor General:

N/A

8. Provide results of your agency's studies and monitoring success concerning the number of Asian Americans employed by your agency in the EEOC categories:

For FY23 the OAG employed 46 Asian American employees: 12 Officials/Administrators, 25 Professionals, 5 Technicians, 2 Para-Professional and 2 Administrative Support.

Were there any increases or decreases in those levels from the prior year? If so, please provide specific details.

For FY23 the OAG increased by 3 Asian American Officials/Administrators;5 Asian American Professionals, 1 Asian American Technician and 1 Asian American Administrative Support. The OAG did not decrease in any categories.

9. Please provide any suggestions/recommendations for increasing the number of Asian Americans employed by your agency.

Continue to address underutilization by maintaining relationships with various Asian American organizations and provide them with copies of job postings. Continue to work with those involved in the interviewing and hiring process to ensure that whenever possible qualified minorities, including Asian Americans, are hired or promoted in an effort to address agency underutilization of protected classes.