

**2023 State African American  
Employment Plan Survey**

Agency: Office of the Illinois Attorney General

Name of Individual Completing Survey: Pamela S. Blackorby

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

  18   Officials and Managers

  29   Professionals

   0   Technicians

   9   Protective Service Workers

  23   Para-Professionals

  67   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 African Americans by category:

0 Officials and Managers

1 Professionals

1 Technicians

0 Protective Service Workers

2 Para-Professionals

0 Administrative Support

0 Skilled Craft Workers

0 Service-Maintenance

5. Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 20 budget allocation for this program:

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

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

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

**The OAG posts all positions on the Office intranet, Internet, Indeed, LinkedIn and with various educational institutions, in an effort to attract qualified minorities, including African 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. The Office encouraged all African-American employees interested to attend the Illinois Association of Minorities in Government Training Conference.**

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

**Employees of the OAG are encouraged to attend trainings of all types to enhance their skills. Additionally, the Office encouraged all African-**

**American employees interested to attend the Illinois Association of Minorities in Government Training Conference.**

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 African Americans employed by your agency in the EEOC categories:

**For FY23 the OAG employed 146 African American employees: 18 Officials/Administrators, 29 Professionals, 9 Protective Service, 23 Para-Professionals, 67 Administrative Support, 0 Technicians, and 0 Skilled Craft.**

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 4 African American Professionals, 1 African American Protective Service, 2 African American Para-Professionals and 13 African American Administrative Support. The OAG decreased by 2 African American Technician.**

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

**Continue to address underutilization by maintaining relationships with various African 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 African Americans, are hired or promoted in an effort to address agency underutilization of protected classes.**