

**2025 State Native American
Employment Plan Survey**

Agency: Office of the Illinois Attorney General

Name of Individual Completing Survey: Pamela S. Blackorby

Individual's Working Title: Director of Human Resources

Individual's Phone Number: (217) 782-3337

Individual's Mailing Address: 500 South Second, Springfield, IL 62701

Individual's Email Address: pamela.blackorby@ilag.gov

1. As of June 30, 2025, provide the number of Native Americans employed within each of the following EEOC categories:

___ 0 ___ Officials and Managers

___ 0 ___ Professionals

___ 0 ___ Technicians

___ 0 ___ Protective Service Workers

___ 0 ___ ParaProfessionals

___ 0 ___ Administrative Support

___ 0 ___ Skilled Craft Workers

___ 0 ___ Service-Maintenance

2. As of June 30, 2025, provide the number of funded positions within each of the following EEOC categories:

229 Officials and Managers
426 Professionals
38 Technicians
62 Protective Service Workers
138 ParaProfessionals
194 Administrative Support
5 Skilled Craft Workers
3 Service-Maintenance

3. As of June 30, 2025, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,095

4. As of June 30, 2024, provide the underutilization for Native Americans by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 ParaProfessionals
0 Administrative Support
0 Skilled Craft Workers
0 Service-Maintenance

5. Does your agency provide budget allocations for Native American Employment Programs? If yes, provide FY 25 budget allocation for this program:

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

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

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

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

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

Employees of the OAG are encouraged to attend trainings of all types to enhance their skills. Additionally, the Office would encourage all Native-

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 Native Americans employed by your agency in the EEOC categories:

For FY25 the OAG did not employ any Native Americans in any EEOC category.

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

For FY25 there were no OAG increases nor decreases within the EEOC categories.

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

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