

**2015 State African American Employment
Plan Survey**

Agency: Illinois Office of the Attorney General

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1. As of June 30, 2015, provide the number of African Americans employed within each of the following EEOC categories:

___ 8 ___ Officials and Managers

___ 28 ___ Professionals

___ 0 ___ Technicians

___ 5 ___ Protective Service Workers

___ 21 ___ Para-Professionals

___ 46 ___ Office and Clerical

___ 1 ___ Skilled Craft Workers

___ 0 ___ Service-Maintenance

2. As of June 30, 2015, provide the number of funded positions within each of the following EEOC categories:

___ 154 ___ Officials and Managers

___ 307 ___ Professionals

___ 12 ___ Technicians

___ 12 ___ Protective Service Workers

___ 116 ___ Para-Professionals

___ 150 ___ Office and Clerical

___ 4 ___ Skilled Craft Workers

___ 2 ___ Service-Maintenance

3. As of June 30, 2015, provide total number of agency employees on board; include full-time, part-time and LOA's:

757

4. As of June 30, 2015, provide the underutilization for African Americans by category:

___ 2 ___ Officials and Managers

___ 0 ___ Professionals

___ 0 ___ Technicians

___ 0 ___ Protective Service Workers

___ 1 ___ Para-Professionals

___ 0 ___ Office and Clerical

___ 0 ___ Skilled Craft Workers

___ 0 ___ Service-Maintenance

5. Does your agency provide budget allocations for African American Employment Programs? If yes, provide FY 15 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 and Development 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 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 FY15 the OAG employed 108 African American employees: 8 Officials/Managers, 28 Professionals, 5 Protective Service, 21 Para-Professionals, 46 Office/Clerical, and 1 Skilled Craft.

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

For FY14 the OAG lost 1 African American female Official/Administrator, 1 African American female Professional and 1 African American male Office/Clerical; gained 1 African American male Paraprofessional, gained 2 African American female Paraprofessionals and gained 1 African American female Office/Clerical.

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.