

2015 State Asian American Employment Plan Survey

Agency: Illinois Office of the Attorney General

Name of Individual Completing Survey: Laura Mehan

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

 4 Officials and Managers

 25 Professionals

 2 Technicians

 0 Protective Service Workers

 1 Para-Professionals

 1 Office and Clerical

 0 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 Asian Americans by category:

___ 1 ___ Officials and Managers

___ 0 ___ Professionals

___ 0 ___ Technicians

___ 0 ___ Protective Service Workers

___ 0 ___ Para-Professionals

___ 4 ___ Office and Clerical

___ 0 ___ Skilled Craft Workers

___ 0 ___ Service-Maintenance

5. Does your agency provide budget allocations for Asian American Employment Programs? If yes, provide FY 15 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 and Development 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 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 FY15 the OAG employed 33 Asian American employees: 4 Officials/Administrators, 25 Professionals, 2 Technicians, 1 Para-Professional and 1 Office/Clerical.

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

For FY15 the OAG lost 1 Asian American female Office/Clerical, gained 1 Asian American Male Officials/Managers, and gained 2 Asian American female Professionals.

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.