



2021 NASPEs

Eva N. Santos Communications Award

Employment Plan Council Annual Reports



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Nominations from dues-paying states are considered for eligibility. Nominated leaders and programs should have a positive effect on the administration of state human resource programs. A state's central human resource department or line agency human resource operations may administer nominated programs.

Programs and projects must have been operational for at least six months and must be transferable to other states. Selection criteria are based on the questions asked on the award application. Included in this packet are the specific criteria for each award and their categories. Nominations are encouraged in all areas of human resource management administration.

Additionally, please provide the project initiative in one of the following formats:

- <https://www2.illinois.gov/cms/personnel/DEP/Plans/Documents/pdfs/AfricanAmericanPlan2021.pdf>
 - <https://www2.illinois.gov/cms/personnel/DEP/Plans/Documents/pdfs/AsianAmericanPlan2021.pdf>
 - <https://www2.illinois.gov/cms/personnel/DEP/Plans/Documents/pdfs/HispanicPlan2021.pdf>
 - <https://www2.illinois.gov/cms/personnel/DEP/Plans/Documents/pdfs/NativeAmericanPlan2021.pdf>
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NOMINATION INFORMATION

Title of Nomination: Employment Plan Council Annual Reports State: IL

Contact Person: Patricia Santoyo-Marin

Contact's Title: Deputy Director, Bureau of Diversity and Inclusion

Agency: Department of Central Management Services

Mailing Address: 100 West Randolph – Suite 400, Chicago, Illinois, 60601

Telephone: (312) 814-2784 Fax: N/A

E-mail: Patricia.Santoyo-Marin@illinois.gov

NOMINATOR INFORMATION

Nominator: Sarah Kerley Title: Chief Administrative Officer

State: IL Agency: Department of Central Management Services

Telephone: (312) 718-1317 Fax: N/A

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ALL SUBMISSIONS MUST:

Meet all eligibility requirements. • Meet deadline requirements stated on the NASPE website. • Be entered in the correct category and be correctly identified. • Include a complete nomination packet. • Conform to all copyright laws.

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DETAILS

1. Please provide a brief description of the submission.

By statute, CMS establishes plans to increase the annual plan to increase the number of State employees from historically underutilized racial and ethnic groups. The State specifically has [Employment Plans](#), and corresponding Advisory Councils, assessing employment efforts for African American, Asian American, Native American, and Hispanic/Latinx persons within state agencies, including at the supervisory, technical, professional, and managerial levels.

2. How long has the submission been in existence?

The [Employment Plans](#) have been created over time, with the first African American Employment Plan created in 2010, and the most recent, the Native American Employment Plan, established in 2020. The reports submitted for consideration for the Santos Communications Award are the 2020 reports, submitted to the legislature in February 2021.

3. Why was this submission created?

State law requires CMS to report its activities to the legislature (the Illinois General Assembly) in support of the [Employment Plans](#) to increase the number of employees from each respective group.

4. How does this submission support the goals and objectives of your agenda/department?

The annual [Employment Plans](#) had historically been relatively bare recitations of the statutorily required facts. For the 2020 report, submitted in February 2021, CMS used the [Employment Plans](#) to be part and parcel of CMS's broader mission to create a more diverse and inclusive State workforce. The [Employment Plans](#) provide a centralized assessment and action items that stem from equitable perspectives in data review that aim to best represent the diverse residents of Illinois.

5. Have you been able to measure the effectiveness of this submission? If so, how?

These revamped [Employment Plans](#) have been well received by the corresponding Employment Plan Advisory Councils, made up of community leaders and activists that are appointed by the Governor of the State of Illinois. The [Employment Plans](#) include a commitment of action items to be delivered the following year. These action items are measured for success through quarterly reporting systems that include debriefing with each Employment Council. The [Employment Plans](#) have also served as an effective bridge to build new and reinforce established relationships with impacted communities.

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For the first time, our public communication provides strong support of CMS's mission to building a diverse and inclusive state workforce.



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