



Internal Diversity

October 15, 2015

Internal Workforce Diversity

Greater innovation

Enhanced problem solving

Required by law

Representative of the Tollway's communities

More competitive

Equitable



Holistic Approach

Recruitment

- Outreach
- Visibility
- Access

Selection

- Test scrutiny
- Diverse *Rutan* interview panels
- ADA accommodations
- Selection Process Tracking System

Retention

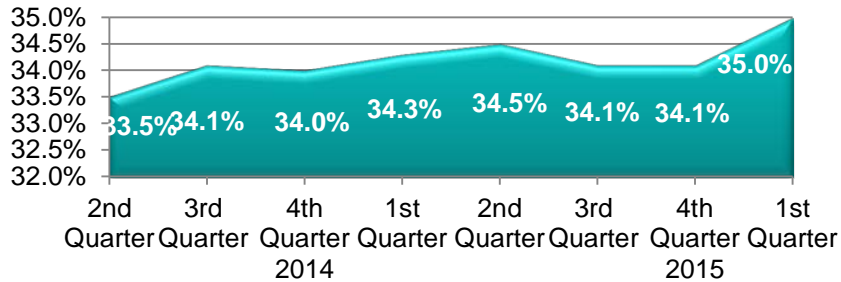
- EEO Analyses
- Trainings



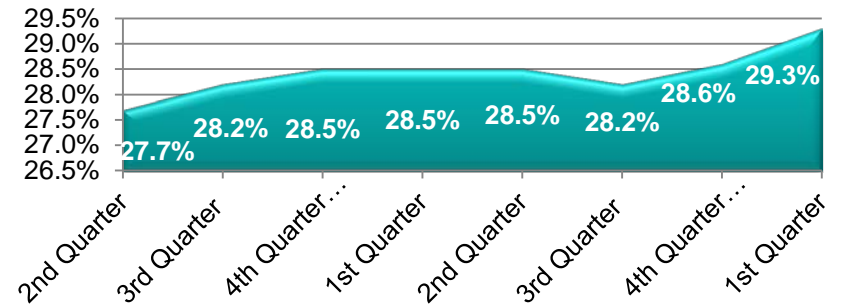
Demographics – Workforce

Two Year Look Back

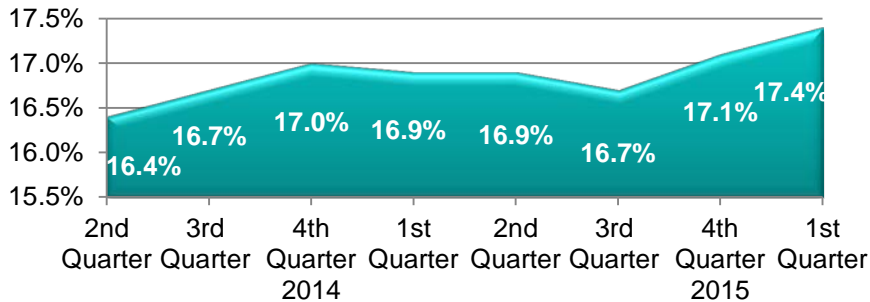
Females



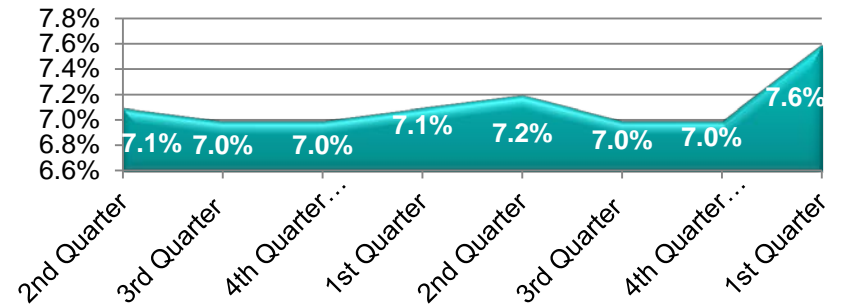
People of Color



African-American



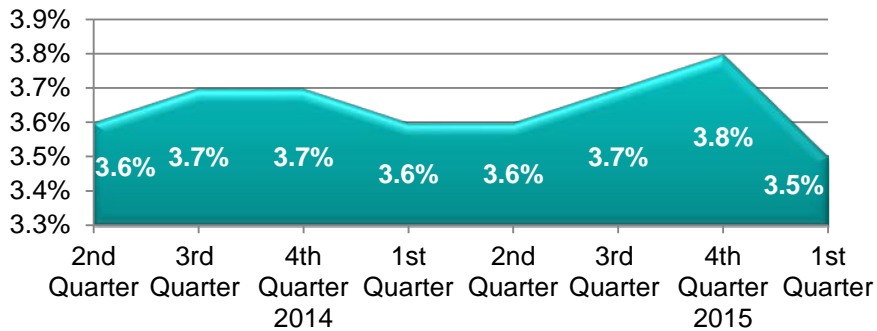
Latino



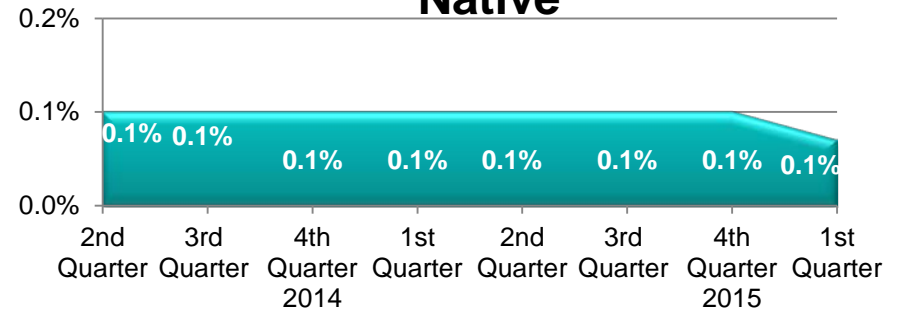
Demographics – Workforce

Two Year Look Back

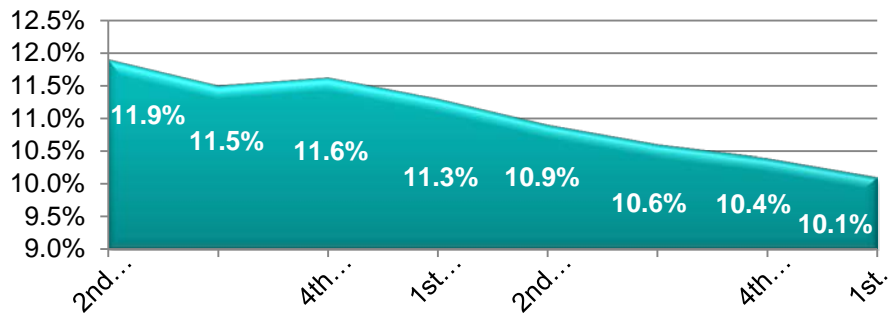
Asian-American



American Indian/ Alaska Native



People with Disabilities



Organizational Levels

New Hires between January 1, 2011 through September 30, 2015

EEO Category	Total Tollway New Hires	# African-American Employees Hired	# Latino Employees Hired	# Female Employees Hired	% African-American Employees Hired	% Latino Employees Hired	% Female Employees Hired
Officials / Managers	14	2	1	3	14.3%	7.1%	21.4%
Professionals	50	6	1	27	12.0%	2.0%	54.0%
Technicians	79	26	2	39	32.9%	2.5%	49.4%
Office / Clerical	101	27	8	55	26.7%	7.9%	54.5%
Skilled Craft	96	11	9	2	11.5%	9.4%	2.1%
Service / Maintenance	286	137	19	198	47.9%	6.6%	69.2%
Total	626	209	40	324	33.4%	6.4%	51.8%

Current Workforce as of September 30, 2015

EEO Category	Total Tollway Employees	# African-American Employees	# Latino Employees	# Female Employees	% African-American Employees	% Latino Employees	% Female Employees
Officials / Managers	17	2	1	6	11.8%	5.9%	35.3%
Professionals	103	9	5	40	8.7%	4.9%	38.8%
Technicians	233	36	14	108	15.5%	6.0%	46.4%
Office / Clerical	146	30	13	97	20.5%	8.9%	66.4%
Skilled Craft	399	27	31	2	6.8%	7.8%	0.5%
Service / Maintenance	543	147	45	244	27.1%	8.3%	44.9%
Total	1441	251	109	497	17.4%	7.6%	34.5%





THANK YOU

State Agency Comparison*

Latinos

Tollway 7.6% State: 5.5%

African-Americans Tollway

17.4% State: 21.6%

Asian-Americans

Tollway 3.5% State: 2.5%

Coded Hispanic Employees as of 12/1/2014*			
Agency	Employees		Hispanic %
	Hispanics	Total	
HUMAN RIGHTS COMMISSION	5	14	35.7%
ARTS COUNCIL	4	17	23.5%
HUMAN RIGHTS DEPARTMENT	27	138	19.6%
LABOR	17	91	18.7%
EMPLOYMENT SECURITY	201	1,261	15.9%
PROPERTY TAX APPEAL BOARD	3	31	9.7%
CRIMINAL JUSTICE AUTHORITY	5	53	9.4%
FINANCIAL & PROFESSIONAL REGULATIONS	131	439	9.3%
WORKERS COMPENSATION COMMISSION	11	126	8.7%
HUMAN SERVICES	1034	12,308	8.4%
AGING	11	135	8.1%
CHILDREN & FAMILY SERVICES	203	2,649	7.7%
ILLINOIS Tollway			7.6%
HEALTHCARE & FAMILY SERVICES	132	2,061	6.4%
COMMERCE & ECONOMIC OPPORTUNITY	22	358	6.1%
LOTTERY	8	132	6.1%
LAW ENFORCEMENT & STANDARD BOARD		77	5.9%
PRISONER REVIEW BOARD	1	17	5.9%
GAMING BOARD	0	159	5.7%
LABOR RELATIONS BOARD	1	18	5.60%
JUVENILE JUSTICE	53	1,020	5.2%
GUARDIANSHIP & ADVOCACY	5	105	4.8%
PUBLIC HEALTH	52	1,139	4.6%
MILITARY AFFAIRS	5	123	4.10%
TRANSPORTATION**	88	2,202	4.0%
STATE FIRE MARSHAL	5	128	3.9%
INSURANCE	7	237	3.8%
AGRICULTURE	12	343	3.5%
STATE POLICE*	36	1,095	3.3%
COMMERCE COMMISSION	2	69	2.9%
VETERANS AFFAIRS	38	1,351	2.8%
CORRECTIONS	290	10,904	2.7%
CENTRAL MANAGEMENT SERVICES	36	1,394	2.6%
REVENUE	42	1,698	2.5%
ENVIRONMENTAL PROTECTION	18	788	2.3%
HISTORIC PRESERVATION	2	154	1.3%
NATURAL RESOURCES	14	1,216	1.2%
STATE RETIREMENT SYSTEMS	1	95	1.1%
CAPITAL DEVELOPMENT BOARD	0	47	0.0%
CIVIL SERVICE COMMISSION	0	4	0.0%
DEAF & HARD OF HEARING COMMISSION	0	7	0.0%
DEVELOPMENTAL DISABILITIES COUNCIL	0	9	0.00%
EMERGENCY MANAGEMENT AGENCY	0	81	0.0%
IL TORTURE INQUIRY RELIEF COMMISSION	0	3	0.0%
INDEPENDENT TAX TRIBUNAL	0	1	0.0%
INVESTMENT BOARD	0	4	0.0%
LABOR RELATIONS BOARD EDUCATIONAL	0	11	0.0%
POLLUTION CONTROL BOARD	0	20	0.0%
RACING BOARD	0	2	0.0%
STATE POLICE MERIT BOARD	0	5	0.0%
STATEWIDE	2444	44,279	5.50%

*Source: State of Illinois Hispanic Employment Plan 2015

Coded African-American Employees as of 12/1/2014*			
Agency	Employees		African-American %
	African-Americans	Total	
RACING BOARD	2	2	100.0%
INVESTMENT BOARD	2	4	50.0%
HUMAN RIGHTS COMMISSION	6	14	42.9%
CHILDREN & FAMILY SVCS	1036	2,649	39.1%
HUMAN SERVICES	4522	12,308	36.7%
HUMAN RIGHTS DEPARTMENT	49	138	35.5%
DEY DISABILITIES COUNCIL	3	9	33.3%
IL TORTURE INQUIRY RELIEF COM	1	3	33.3%
JUVENILE JUSTICE	331	1,020	32.5%
WORKERS COMPENSATION COM	39	126	31.0%
GUARDIANSHIP & ADVOCACY	32	105	30.5%
EMPLOYMENT SECURITY	365	1,261	28.9%
ARTS COUNCIL	4	17	23.5%
CRIMINAL JUSTICE AUTH	11	53	20.8%
LABOR	18	91	19.8%
LABOR REL BOARD EDUCATIONAL	2	11	18.2%
HEALTHCARE & FAMILY SRV	362	2,061	17.6%
PRISONER REVIEW BOARD	3	17	17.6%
ILLINOIS Tollway			17.4%
FIN & PROF REG	72	439	16.4%
CAPITAL DEVELOPMENT BD	7	47	14.9%
AGING	20	135	14.8%
PUBLIC HEALTH	165	1,139	14.5%
REVENUE	237	1,698	14.0%
VETERANS AFFAIRS	187	1,351	13.8%
COMM. & ECON OPPORTUNITY	49	358	13.7%
CORRECTIONS	1387	10,904	12.7%
GAMING BOARD	20	159	12.6%
INSURANCE	28	237	11.8%
STATE POLICE	127	1,095	11.6%
LOTTERY	15	132	11.4%
MILITARY AFFAIRS	13	123	10.6%
POLLUTION CONTROL BOARD	2	20	10.0%
CENTRAL MANAGEMENT SVCS	129	1,394	9.3%
TRANSPORTATION	194	2,202	8.8%
STATE FIRE MARSHAL	10	128	7.8%
EMERGENCY MGMT AGENCY	6	81	7.4%
COMMERCE COMMISSION	5	69	7.2%
ENVIRONMENTAL PROTECTION	55	788	7.0%
LAW ENF TRNG&STANDARD BD		17	5.9%
AGRICULTURE	20	343	5.8%
HISTORIC PRESERVATION	9	154	5.8%
STATE RETIREMENT SYSTEMS	...	95	3.2%
NATURAL RESOURCES	...	1,216	2.7%
CIVIL SERVICE COMMISSION	0	4	0.0%
DEAF & HARD OF HEARING COM.	0	7	0.0%
LABOR RELATIONS BOARD ILL	0	18	0.0%
PROPERTY TAX APPEAL BD	0	31	0.0%
STATE POLICE MERIT BOARD	0	5	0.0%
INDEPENDENT TAX TRIBUNAL	0	1	0.0%
STATEWIDE	9582	44,279	21.6%

*Source: State of Illinois African-American Employment Plan 2015

Coded Asian-American Employees as of 12/1/2014*			
Agency	Employees		Asian-American %
	Asian-American	Total	
INDEPENDENT TAX TRIBUNAL	1	1	100.0%
CRIMINAL JUSTICE AUTHORITY	6	53	11.3%
PUBLIC HEALTH	81	1,139	7.1%
ENVIRONMENTAL PROTECTION	48	788	6.1%
ARTS COUNCIL	1	17	5.9%
LAW ENFORCEMENT & STANDARD BOARD		17	5.9%
LABOR RELATIONS BOARD		18	5.6%
REVENUE	73	1,698	4.3%
HUMAN SERVICES	523	12,308	4.2%
INSURANCE	10	237	4.2%
EMPLOYMENT SECURITY	48	1,261	3.8%
ILLINOIS Tollway			3.5%
HEALTHCARE & FAMILY SERVICES	66	2,061	3.2%
HUMAN RIGHTS DEPARTMENT	1	138	2.9%
WORKERS COMPENSATION COMMISSION	...	126	2.4%
LOTTERY	...	132	2.3%
AGING	...	135	2.2%
COMMERCE & ECONOMIC OPPORTUNITY	...	358	2.2%
LABOR	...	91	2.2%
CAPITAL DEVELOPMENT BOARD	...	47	2.1%
CHILDREN & FAMILY SERVICES	53	2,649	2.1%
STATE RETIREMENT SYSTEMS	...	95	2.1%
CENTRAL MANAGEMENT SERVICES	26	1,394	1.9%
FINANCIAL & PROFESSIONAL REGULATIONS	...	439	1.8%
STATE POLICE*	...	1,095	1.6%
VETERANS AFFAIRS	...	1,351	1.3%
AGRICULTURE	...	343	1.2%
GUARDIANSHIP & ADVOCACY	...	105	1.0%
JUVENILE JUSTICE	...	1,020	0.9%
NATURAL RESOURCES	...	1,216	0.7%
GAMING BOARD	...	159	0.6%
CORRECTIONS	...	10,904	0.5%
TRANSPORTATION**	...	2,202	0.3%
CIVIL SERVICE COMMISSION	0	4	0.0%
COMMERCE COMMISSION	0	69	0.0%
DEVELOPMENTAL DISABILITIES COUNCIL	0	9	0.0%
EMERGENCY MANAGEMENT AGENCY	0	81	0.0%
HISTORIC PRESERVATION	0	154	0.0%
HUMAN RIGHTS COMMISSION	0	14	0.0%
IL TORTURE INQUIRY RELIEF COMMISSION	0	...	0.0%
INVESTMENT BOARD	0	4	0.0%
MILITARY AFFAIRS	0	123	0.0%
PRISONER REVIEW BOARD	0	17	0.0%
RACING BOARD	0	2	0.0%
STATE FIRE MARSHAL	0	128	0.0%
STATE POLICE MERIT BOARD	0	5	0.0%
DEAF & HARD OF HEARING COMMISSION	0	7	0.0%
POLLUTION CONTROL BOARD	0	20	0.0%
LABOR RELATIONS BOARD	0	11	0.0%
EDUCATIONAL	0	11	0.0%
PROPERTY TAX APPEAL BOARD	0	31	0.0%
STATEWIDE	1098	44,279	2.5%

*Source: State of Illinois African-American Employment Plan 2015