



AVISO NEWSLETTER

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HISPANIC STATE EMPLOYMENT

According to the 2023 Hispanic Employment Plan (HEP), report more than 45,000 state employees make up the State's workforce. Hispanic (Latino/a/e/x) employees (3,280) accounted for 7.3% the state workforce. During FY22, Hispanics accounted for 7.9% of new hires (221). The majority of the Hispanics are employed at the Illinois Department of Human Services employing a total of 1,429 Hispanics.

The Hispanic Employment Plan report cited legislation requiring state agencies to establish goals to increase diversity on interview panels. (Effective January 1, 2022, 20 ILCS 405/405-123) 20 ILCS 405/405-123 (ilga.gov) State agencies will annually report on steps taken to implement a diverse interview panel and the Illinois Department will compile these reports to be included in the annual minority employment plans.

During FY22, 7.9% (221) of new hires identified as Hispanic. Ten or 4.5% of the new Hispanic hires in FY22 were senior exempt employee positions appointed by the Governor's office. Hispanics represented 9.4% of all senior hires in FY22.

According to the Bilingual Pay/Bilingual Need annual report for FY2022 1,478 employees receive bilingual pay for speaking Spanish with 1,407 Hispanic employees receiving the supplemental language pay. There were 10,994 job postings of which 518 (4.7%) had a bilingual designation associated with the posting.

The Secretary of State Agency Workforce Report for FY22 reported there were 3,942 employees of which 347 were Hispanic (8.8%).

LEGISLATIVE UPDATE

HB3751 was signed by Governor Pritzker. The bipartisan bill allows a person that is legally authorized to work in the United States, under federal law, to apply for a job as a police officer or with a sheriff's office. This includes people whose immigration enforcement has been delayed through the federal Deferred Action for Childhood Arrivals (DACA) policy. Any legal permanent resident or DACA recipient who is applying for a law enforcement job in Illinois must be allowed to obtain, carry or purchase a firearm. They must also meet the same requirements to become police officers as other applicants, including passing a background check. Similar legislation has been introduced or passed in several states, including California, Colorado, and Wisconsin.

UPCOMING EVENTS

Illinois Legislative Latino Caucus Foundation's Raices Public Policy Conference on Thu Sep 28, 2023! This in-person event will be held at Malcolm X College (1900 West Jackson Boulevard, Chicago, IL 60612). For more information, [click here](#).

IAHSE Conference Kick-Off & Hispanic Heritage Month Night
Join us for an IAHSE members and family baseball game night on Saturday, September 30. The game will be at Guaranteed Rate Field, Chicago White Sox VS San Diego Padres. For more information, [click here](#).

Power of the Past; Force of the Future: IAHSE 35th Annual Conference

Join us for our 35th annual conference, with this year's theme: Power of the Past, Force of the Future. For more information, [click here](#).



REMINDERS

- If you are receiving any IAHSE communication on your work e-mail, i.e. @illinois.gov, please update your e-mail with us as soon as possible. All IAHSE communication should be going to your personal e-mail.
- When being promoted between state agencies, please remember to resubmit your membership with IAHSE with your new agency. Once a member leaves a State Agency, their membership is cancelled, we are not notified when transfers occur.

OTHER RESOURCES

The Latino Policy Forum, in partnership with The Metropolitan Planning Council and UIC's Great Cities Institute, produced a new analysis of challenges and opportunities facing Latinos/a/e/x/ living in suburban communities. For the report, [click here](#).

FINAL THOUGHTS

We thank you for being a part of IAHSE. Our goal is to get all of our members involved, engaged and united as one through our organization. If you would like to become an active part of IAHSE and volunteer your time with us, please feel free to contact President Carmen Lebron at IAHSEPresident@gmail.com to discuss exciting opportunities!



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