

Sexual Orientation, Gender Identity and Expression (SOGIE) Survey Report

Illinois Department of Children and Family Services

November 22, 2022

DCFS Division of Diversity, Equity and Inclusion

DCFS Office of Research and Child Well-being

University of Illinois Urbana-Champaign, School of Social Work

Explanation for a Preliminary and Final Survey Reports

In July 2022, the DCFS Division of Diversity, Equity and Inclusion, in collaboration with the DCFS Office of Research and Child Well-being, released the preliminary results of the Sexual Orientation, Gender Identity and Expression (SOGIE) Survey representing responses received between May 18, 2022 and June 24, 2022. A legislative mandate influenced the timing of the preliminary report.

The decision was made to extend the data collection until September 30, 2022, with the primary goal of increasing the response rate from 8.9% to 15% to better reflect the population of youth in care. This goal was nearly met with a final response rate of 14.4%. Additionally, the survey team identified two demographic groups that were underrepresented at the time of the July 2022 report. African American / Black youth had a response rate of just 60% of what would be anticipated based on the proportion of African American / Black youth in care. The proportion of African American / Black youth in the final sample was 76% anticipated, exceeding the goal of a 10% improvement. Youth living in Cook County was underrepresented at the time of the July report. Youth living in Cook County had a response rate of 48% anticipated based on the proportion of youth in care living in Cook County. The proportion of youth living in care in the final sample was 60% anticipated, exceeding the goal of a 10% improvement. **This is the final report on the SOGIE survey, representing all responses from May 18, 2022 to September 30, 2022.**



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The DCFS SOGIE Survey Workgroup extends our gratitude to the youth who, in completing the DCFS SOGIE Survey, shared their SOGIE information with us. The data and suggestions you provided are informing the design and implementation of supports to promote diversity, equity, and inclusion for youth in care across all sexual orientations, gender identities, and gender expressions.

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As of August 20, 2021, Public Act 102-0543 (SB 2133) required 10 state agencies, including the Illinois Department of Children and Family Services (DCFS), to report demographic data of individuals who utilize state-administered services, including aggregate: race, age, disability status, sex, sexual orientation, gender identity, and primary or preferred language. Public Act 102-0543 set the target date for implementing this demographic data collection by July 1, 2022.

In 2020, DCFS launched a set of workgroups focused on strengthening support for lesbian, gay, bisexual, transgender, questioning, intersex, plus (LGBTQI+) youth. These workgroups provided the foundation for gathering information about the Sexual Orientation, Gender Identity and Expression (SOGIE) of Illinois youth in care. SOGIE workgroups covered four key areas:

1. SOGIE data gathering from youth in care.
2. Training in support of LGBTQI+ youth (workers, foster parents, etc.).
3. Research and evaluation in support of LGBTQI+ youth in care.
4. Data utilization in support of LGBTQI+ youth in care.

A national scan informed the work of the SOGIE workgroups of research, policy reports, and materials from other U.S. jurisdictions on promising practices to build support systems for LGBTQI+ youth in care. Workgroups mobilized to embed the collection of SOGIE information on youth in care into the existing DCFS case management system (e.g., the Statewide Automated Child Welfare Information System, SACWIS). Simultaneously, DCFS is developing a new case management system, the Comprehensive Child Welfare Information System (CCWIS), which will incorporate SOGIE information for youth in care. Additionally, DCFS contracted with the Human Rights Campaign (HRC) to develop training programs for staff, foster parents, and child welfare stakeholders. Building SOGIE data collection into SACWIS and CCWIS must be accompanied by a well-designed training program and performance management system to ensure appropriate implementation.

While these broad system changes are underway, a specialized workgroup was formed in the spring of 2022 to design and implement an expedited, short survey to gather SOGIE information on youth in care. The DCFS SOGIE Survey Workgroup created the DCFS Sexual Orientation, Gender Identity and Expression (SOGIE) Survey for youth in care aged 12 and older. The DCFS SOGIE Survey consists of 14 questions asking youth to consent and provide information on age, grade, zip code, living arrangement, ethnicity, race, primary and secondary languages, gender identity and expression, LGBTQI+ status, and sexual orientation. In this short survey, youth were also asked, "How can DCFS better support your gender expression, gender identity, and sexual orientation?" (See Appendix A for the survey instrument.)

Survey Goals

The DCFS SOGIE Survey achieves four main goals, which are to:

1

Gather SOGIE and additional demographic information from youth in care aged 12 and older, in support of the new legislation, by June 30, 2022.

2

Provide youth in care with an initial opportunity to inform the design and implementation of supports to promote diversity, equity, and inclusion across all sexual orientations, gender identities, and gender expressions.

3

Offer youth in care aged 12 and older with an initial opportunity to report their SOGIE and demographic information anonymously, as DCFS continues work on how to integrate personally identifiable, SOGIE information in its case management system(s).

4

Test the effectiveness of these SOGIE and demographic survey questions with a broad sample of Illinois youth in care, aged 12 and older, and assess the representativeness of the voluntary survey to the State's youth in care population.



3 Development of the DCFS SOGIE Survey

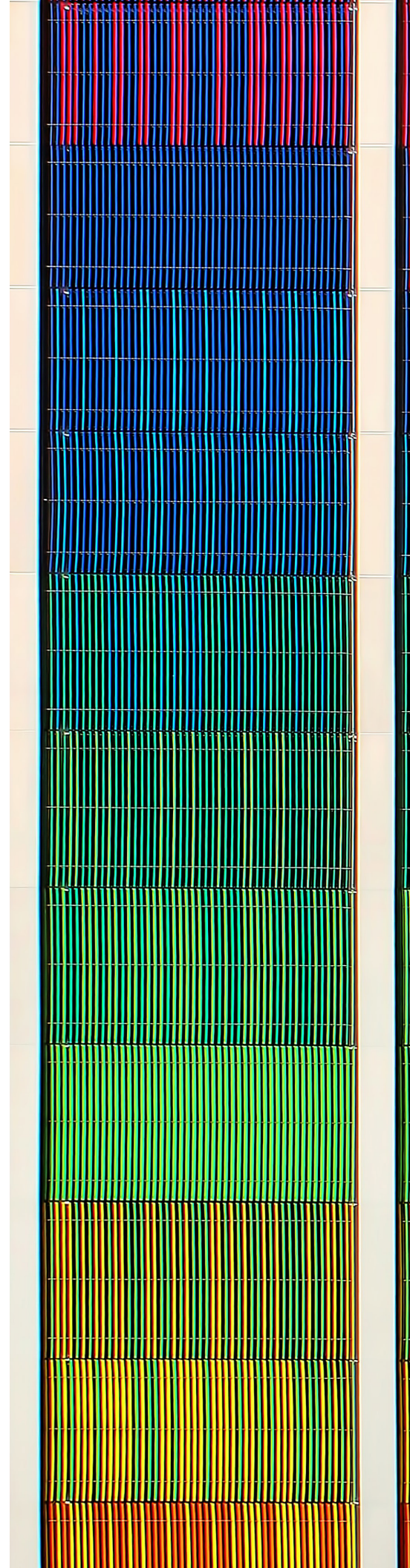
The DCFS SOGIE Survey Workgroup is led by staff in the DCFS Office of Diversity, Equity and Inclusion in collaboration with individuals from the DCFS Clinical Division and the DCFS Offices of Child Protection, Policy, Translational Research, and Quality Enhancement. The DCFS Office of Education and Transition Services staff provided consultation to improve survey dissemination and outreach. DCFS Office of Translational Research analyzed the survey results and prepared this report.

The DCFS SOGIE Survey Workgroup is part of a comprehensive agency-wide effort to systematically collect and improve demographic data collection to achieve the goals of Public Act 102-0543 (SB 2133). In addition to offices informing the DCFS SOGIE Survey workgroup, this agency-wide effort includes DCFS Strategy and Performance Execution, DCFS Office of Information and Technology Services, DCFS Office of Race Equity Practice, and DCFS Intact and Permanency Services.

The DCFS SOGIE Survey Workgroup assembled and analyzed survey instruments from research studies and reports of work by other jurisdictions to collect SOGIE information on youth in care. The workgroup used this information to support the development of the DCFS SOGIE survey. While reviewing these materials and developing the DCFS SOGIE survey, the workgroup identified several phases of work:

1. Develop and implement a short, expedited survey to collect SOGIE Survey from youth in care aged 12 and older by June 30, 2022.
2. **Extend the opportunity for youth in care to complete the DCFS SOGIE Survey through September 30, 2022, and complete an updated report by October 31, 2022.**
3. Continue work to systematically collect and protect the confidentiality of personally identifiable SOGIE data in the DCFS case management system.
4. Develop and implement a comprehensive strategy for engaging youth and other stakeholders' input on an improved support system for LGBTQI+ youth in care, including additional data collection through surveys, focus groups, etc.

The results of the DCFS SOGIE Survey will be used to launch a multi-phase approach to improved support for LGBTQI+ youth in care. The 2022 DCFS SOGIE Survey provides an initial step in understanding what supports are needed for LGBTQI+ youth in care aged 12 and older.



Data Collection

The 2022 DCFS SOGIE Survey was developed and administered using the Research Electronic Data Capture (REDCap) platform hosted by Illinois DCFS. REDCap is a browser-based, secure web application utilized for developing and managing online surveys. REDCap includes an intuitive interface for validated data capture and provides audit trails for tracking data manipulation and export.

The distribution of the survey relied on two interrelated tools: 1) a departmental-wide announcement (Appendix B) and 2) a two-page informational flyer (Appendix C).

- The **departmental announcement** or D-NET announcement outlined the legislative mandate, described the caseworkers' role in distributing the survey, and provided links to the survey instrument and the informational flyer. The D-NET system includes a department-wide web platform for posting news, workplace information, and announcements. The D-NET system also supports targeted email distribution. This announcement was posted on the D-Net and sent to all DCFS employees' emails. The announcement was posted twice weekly for six weeks, from May 18, 2022, through June 24, 2022. Following this, the announcement was posted weekly through September 30, 2022.
- The **informational flyer** included a description of the purpose of the survey, the survey link, the QR code, and definitions of sexual orientation and gender identity terminology. The flyer also included 10 frequently asked questions. The flyer was primarily directed toward youth in care, but it also included information supporting caseworkers in distributing the survey. The DCFS SOGIE Survey Workgroup continued to seek and integrate feedback into the announcement and flyer, updating and improving both throughout the dissemination period.

The announcement and flyer were emailed to private agencies working with DCFS and residential facilities. This is the final report on the SOGIE survey, representing all responses from May 18, 2022, to September 30, 2022.

Limitations

Two primary limitations impact the validity and generalizability of this survey results. The first limitation is based on the reliance on caseworkers as intermediaries to distribute the survey to youth. Wherein most surveys are distributed directly to the intended audience, the 2022 DCFS SOGIE Survey relied on caseworkers to distribute the survey to youth in care. As a result, some unknown portion of the population of youth in care were likely not afforded the opportunity to complete the survey. This use of an intermediary probably impacted the survey response rate. The second limitation reflects three forms of possible selection bias:

1. Caseworkers may have been inclined to distribute the survey to youth who fall within the LGBTQI+ population.
2. Some LGBTQI+ youth may not be comfortable or feel safe completing the SOGIE survey or answering the SOGIE questions honestly.

Separately, the impact of these selection biases is likely minor. Collectively, they likely negatively impact the response rate. Recognizing the potential impact of these limitations, the committee set the goal of a 10% response rate within the first month of the survey.



A total of 1187 youth consented to complete the survey, with an additional 90 choosing not to consent. Of those who consented, 144 were under the age of 12 or did not answer the question about their age. The survey ended for any youth who chose not to consent or was under 12 years of age. Additionally, there were 127 youth who consented but did not go on to provide their demographic data. In total, there were 916 viable survey responses. Given that there was 6,368 youth in care on May 31, 2022, the survey sample represents 14.4% of the youth in care. The number of youth who answered any given question varies and is indicated in the data descriptions provided below.

A sample frame was developed to explore the sample's representativeness and understand what subgroups of youth may not have been reached. Table 1 shows the counts and percentages of populations by age, race, and living arrangement for both the population of youth in care aged 12 years and older and the youth in the sample. Ratios are efficient means of examining representations.¹ Table 2 shows the ratio of youth in the sample to the youth in care aged 12 years and older for each subgroup. Ratios are not effective for working with very small populations, so ratios are not included for any subgroup where the population of youth in care is less than 10.² Overall, this analysis shows that the age distribution of the sample falls within what was expected based on the population of youth. However, there are key subgroups that are not well represented in the sample. Most notably, Black youth are underrepresented in foster placements and residential placements.

An analysis of the sample by region shows that the sample does not reflect the regional distribution of youth in care (Table 3 and Table 4), with the exception of the southern region. Specifically, the sample reflects about 1.4 times and 1.3 times the number of anticipated responses from the central and northern regions, respectively, for the sample size. And further, the sample includes three-fifth (0.6 times) of the anticipated responses from the Cook County, given the sample size.



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1. Bensimon, E. M. (2003). Measuring the state of equity in public higher education. Paper presented at the Harvard Civil Rights and UC Conference on Expanding Opportunity in Higher Education: California and the Nation, Sacramento, California.
 2. Hao, L. (2006). Assessing equitable postsecondary educational outcomes for Hispanics in California and Texas (UMI: 3237451) [Doctoral Dissertation, University of Southern California]. ProQuest Dissertations & Theses Global.

Table 1. Count and Percentage of Youth in the Survey Sample and Youth in Care as of May 31, 2022 Aged 12 and Older, by Age, Race, and Living Arrangement

Age	Youth in Care as of May 31, 2022, aged 12+					Youth in Sample				
	12-13	14-15	16-17	18+	Total	12-13	14-15	16-17	18+	Total
Total	1520 23.9%	1622 25.5%	1589 25.0%	1637 25.7%	6368 100%	193 21.1%	227 24.8%	218 23.8%	278 30.3%	916 100%
Home of parent, relative, or fictive kin	913 31.6%	866 30.0%	739 25.6%	373 12.9%	2891 100%	108 32.3%	93 27.8%	73 21.9%	60 18.0%	331 100%
Black	315 10.9%	332 11.5%	280 9.7%	173 6.0%	1100 38.0%	28 8.4%	25 7.5%	14 4.2%	19 5.7%	86 25.7%
Hispanic	97 3.4%	115 4.0%	77 2.7%	62 2.1%	351 12.1%	11 3.3%	11 3.3%	10 3.0%	11 3.3%	43 12.9%
Something else	6 0.2%	7 0.2%	3 0.1%	4 0.1%	20 0.7%	14 4.2%	13 3.9%	5 1.5%	10 3.0%	42 12.6%
White	495 17.1%	412 14.3%	379 13.1%	134 4.6%	1420 49.1%	55 16.5%	44 13.2%	44 13.2%	20 6.0%	163 48.8%
Foster care (traditional and specialized)	457 30.8%	414 27.9%	360 24.2%	254 17.1%	1485 100%	55 25.6%	71 33.0%	59 27.4%	30 14.0%	215 100%
Black	219 14.7%	178 12.0%	183 12.3%	142 9.6%	722 48.6%	15 7.0%	20 9.3%	11 5.1%	10 4.7%	56 26.0%
Hispanic	41 2.8%	49 3.3%	42 2.8%	29 2.0%	161 10.8%	7 3.3%	8 3.7%	11 5.1%	5 2.3%	31 14.4%
Something else	7 0.5%	2 0.1%	6 0.4%	2 0.1%	17 1.1%	9 4.2%	8 3.7%	10 4.7%	4 1.9%	31 14.4%
White	190 12.8%	185 12.5%	129 8.7%	81 5.5%	585 39.4%	24 11.2%	35 16.3%	27 12.6%	11 5.1%	97 45.1%
Independent living option, transitional living program, college, armed services	0 0.0%	0 0.0%	9 1.7%	510 98.3%	519 100%	0 0%	1 0.8%	3 2.5%	117 96.7%	121 100%
Black	0 0.0%	0 0.0%	7 1.3%	258 49.7%	265 51.1%	0 0%	0 0%	1 0.8%	46 38.0%	47 38.8%
Hispanic	0 0.0%	0 0.0%	1 0.2%	48 9.2%	49 9.4%	0 0%	0 0%	1 0.8%	15 12.4%	16 13.2%
Something else	0 0.0%	0 0.0%	0 0.0%	8 1.5%	8 1.5%	0 0%	1 0.8%	1 0.8%	7 5.8%	9 7.4%
White	0 0.0%	0 0.0%	1 0.2%	196 37.8%	197 38.0%	0 0%	0 0%	0 0%	49 40.5%	49 40.5%

Table 1. Count and Percentage of Youth in the Survey Sample and Youth in Care as of May 31, 2022 Aged 12 and Older, by Age, Race, and Living Arrangement - Continued

Age	Youth in Care as of May 31, 2022, aged 12+					Youth in Sample				
	12-13	14-15	16-17	18+	Total	12-13	14-15	16-17	18+	Total
Total	1520 23.9%	1622 25.5%	1589 25.0%	1637 25.7%	6368 100%	192	226	217	278	913
Residential	98 15.3%	180 28.1%	241 37.7%	121 18.9%	640 100%	20	52	65	50	187
Black	46 7.2%	82 12.8%	108 16.9%	47 7.3%	283 44.2%	4	18	24	18	64
Hispanic	6 0.9%	8 1.3%	17 2.7%	6 0.9%	37 5.8%	0	5	3	4	12
Something else	1 0.2%	0 0.0%	2 0.3%	2 0.3%	5 0.8%	6	5	8	12	31
White	45 7.0%	90 14.1%	114 17.8%	66 10.3%	315 49.2%	10	24	30	16	80
Detention centers, hospitals, other institutions	39 11.0%	99 27.9%	107 30.1%	110 31.0%	355 100%	3	2	11	1	17
Black	21 5.9%	52 14.6	66 18.6%	78 22.0%	217 61.1%	1	1	3	0	5
Hispanic	3 0.8%	11 3.1%	5 1.4%	8 2.3%	27 7.6%	1	0	0	0	1
Something else	0 0.0%	3 0.8%	0 0.0%	0 0.0%	3 0.8%	0	0	2	1	3
White	15 4.2%	33 9.3%	36 10.1%	24 6.8%	108 30.4%	1	1	6	0	8
Other	13 2.7%	63 13.2%	133 27.8%	269 56.3%	478 100%	7	8	7	20	42
Black	8 1.7%	39 8.2%	80 16.7%	157 32.8%	284 59.4%	0	3	2	3	8
Hispanic	1 0.2%	7 1.5%	14 2.9%	27 5.6%	49 10.3%	0	1	0	5	6
Something else	0 0.0%	0 0.0%	0 0.0%	1 0.2%	1 0.2%	3	2	3	4	12
White	4 0.8%	17 3.6%	39 8.2%	84 17.6%	144 30.1%	4	2	2	8	16

Table 2. Ratio of Youth in Sample to Youth in Care Aged 12 Years and Older by Placement and Race

Age	12 - 13 years old	14-15 years old	16-17 years old	18+ years old
Total	0.88	0.97	0.95	1.18
Home of parent, relative, or fictive kin	1.02	0.97	0.86	1.39
Black	0.77	0.65	0.43	0.95
Hispanic	0.98	0.83	1.12	1.54
Something else	^	^	^	^
White	0.96	0.92	1.00	1.29
Foster care (traditional and specialized)	0.83	1.18	1.13	0.82
Black	0.47	0.78	0.42	0.49
Hispanic	1.18	1.13	1.81	1.19
Something else	^	^	^	^
White	0.87	1.31	1.45	0.94
Independent living option, transitional living program, college, armed services	-	-	^	0.98
Black	-	-	^	0.76
Hispanic	-	-	^	1.34
Something else	-	-	-	^
White	-	-	0.00	1.07
Residential	0.70	0.99	0.92	1.41
Black	0.30	0.75	0.76	1.31
Hispanic	^	^	0.60	^
Something else	^	-	^	^
White	0.76	0.91	0.90	0.83
Detention centers, hospitals, other institutions	1.61	0.42	2.15	0.19
Black	0.99	0.40	0.95	0.00
Hispanic	^	0.00	^	^
Something else	-	^	-	-
White	1.39	0.63	3.48	0.00
Other	6.13	1.45	0.60	0.85
Black	^	0.88	0.28	0.22
Hispanic	^	^	0.00	2.11
Something else	-	-	-	^
White	^	1.34	0.58	1.08

Note: Overrepresented subgroups (1.2+) are highlighted in yellow. Represented subgroups (0.8-1.19) are highlighted in green. Underrepresented subgroups (0.79 and under) are highlighted in pink. "-" indicates a subgroup that is not in the population (zero). "^" indicate subgroups excluded because the population data for the subgroup was less than 10.

Table 3. Count and Percentage of Youth in the Survey Sample with Zip Code and Youth in Care as of May 31, 2022, Aged 12 and Older, by Age and Region.

Youth in care as of 5/31/2022	12-13	14-15	16-17	18+	Grand Total
Central	493 7.7%	489 7.7%	464 7.3%	346 5.4%	1792 28.1%
Cook	441 6.9%	527 8.3%	582 9.1%	801 12.6%	2351 36.9%
Northern	247 3.9%	285 4.5%	260 4.1%	263 4.1%	1055 16.6%
Southern	338 5.3%	317 5.0%	282 4.4%	227 3.6%	1164 18.3%
No Region	1 0.0%	4 0.1%	1 0.0%	0 0.0%	6 0.1%
Grand Total	1520 23.9%	1622 25.5%	1589 25.0%	1637 25.7%	6368 100%
Youth in survey sample with zip code	12-13	14-15	16-17	18+	Grand Total
Central	68 11.5%	57 9.6%	53 9.0%	49 8.3%	227 38.3%
Cook	14 2.4%	23 3.9%	33 5.6%	62 10.5%	132 22.3%
Northern	13 2.2%	30 5.1%	35 5.9%	48 8.1%	126 21.3%
Southern	30 5.1%	35 5.9%	22 3.7%	20 3.4%	107 18.1%
Grand Total	125 21.1%	145 24.5%	143 24.2%	179 30.2%	592 100%

Table 4. Ratio of Youth in Sample to Youth in Care Age 12 Years and Older by Region

Age / Region	12-13	14-15	16-17	18+	Total (region)
Central	1.49	1.25	1.23	1.53	1.36
Cook	0.34	0.47	0.61	0.83	0.60
Northern	0.56	1.13	1.44	1.98	1.28
Southern	0.96	1.18	0.84	0.94	0.99

Note: Overrepresented subgroups (1.2+) are highlighted in yellow. Represented subgroups (0.8-1.19) are highlighted in green. Underrepresented subgroups (0.79 and under) are highlighted in pink. "-" indicates a subgroup that is not in the population (zero). "^" indicate subgroups excluded because the population data for the subgroup was less than 10.



Sample Demographics

The DCFS SOGIE survey included questions about the youths' grade, ethnicity, race, and primary and secondary languages. This section provides a summary of their responses to these demographic questions.

Grade

A total of 916 youth provided information about their grade (Table 5). Half of the youth are attending high school, with the next largest category being 24% attending middle school. Fifteen percent selected not applicable or not in a grade. This category may include some youth who chose not applicable because they were surveyed during summer when they were not in school.

Table 5. Survey Responses of DCFS Youth in Care - Grade

Grade	Count (#) Responses	Percentage
Elementary school	8	0.9%
Middle school	215	23.5%
High school	462	50.4%
College or vocational program	81	8.8%
Not applicable / Not in a grade	138	15.1%
Don't know	12	1.3%
Total	916	100.0%

Ethnicity and Race

A total of 888 youth provided information about their ethnicity (Table 6). Twelve percent of the population indicated that they identify as Hispanic, Latino, Latina, or Latinx. Additionally, nearly 5% of the population selected "don't know" in response to this question, and another 3% declined to answer.

The survey provided youth with eight racial categories to select from, including other race (Table 7). Youth were provided the opportunity to select multiple racial categories, and 7% of the sample did select more than one racial category. Of the 71 youth who chose other race, 16 specified their race including American, Creole, French, German, and Mexican. Two of these youth indicated that they did not know what racial category to identify with, stating: "I need a DNA test" and "I don't know what I am."

Table 6. Survey Responses of DCFS Youth in Care - Hispanic/Latinx

Hispanic/Latinx	Count (#) Responses	Percentage
Yes	110	12.4%
No	707	79.6%
Don't know	42	4.7%
Decline to answer	29	3.2%
Total	888	100%

Table 7. Survey Responses of DCFS Youth in Care - Race

Race	Count (#) Responses	Percentage
American Indian or Alaska Native	25	2.8%
Asian (but not South Asian)	2	0.2%
Black or African American	271	30.6%
Native Hawaiian or Other Pacific Islander	5	0.6%
South Asian	3	0.3%
Multiple Races	63	7.1%
White or Caucasian	445	50.3%
Other Race	71	8.0%
Total	885	100%

Primary and Secondary Language

Youth were asked to identify their primary language (Table 8). Specifically, they were asked, “What is the primary language you speak most of the time?” They were provided with a listing of 11 languages and the opportunity to select and specify an “Other.” In total, 892 youth identified their primary language, with one youth specifying sign language as their primary language. Youth were also asked to identify secondary languages they knew. A total of 385 youth (43% of respondents) identified at least one secondary language, with six youth reporting two secondary languages and one youth reporting three secondary languages. However, it appears that this question may have confused some of the youth, as many of these youth identified the same language as both a primary and secondary language. Accounting for this redundancy, we have 142 youth (15% of respondents) identified at least one secondary language, with five youth speaking more than two languages.

Table 8. Survey Responses of DCFS Youth in Care - Primary and Secondary Languages (n = 892)

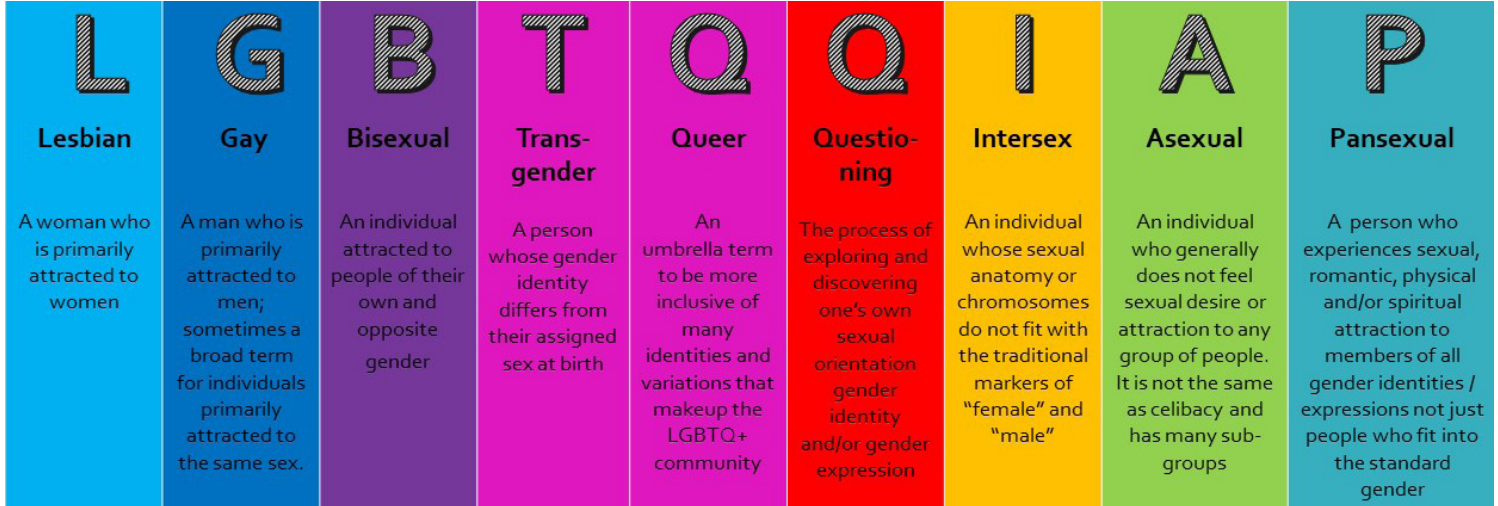
Language	Primary Language Count (#) Responses	Secondary Language Count (#) Responses	Adjusted Secondary Language Count ¹ (#) Responses
Arabic	0	2	2
English	869	263	10
French	1	5	5
Gujrti	0	1	1
Mandarin / Chinese	0	2	2
Polish	1	3	3
Russian	1	0	0
Spanish	10	93	92
Tagalog (Philipino)	1	2	2
Urdu	2	1	1
Vietnamese	3	2	2
Other primary languages (1 - Bulgarian, 1 - American Sign Language)	4	-	-
Other secondary languages (includes: 3 - Japanese, 2 - German, 1 each - American Sign Language, English, Haitian Creole, Italian, Philippine, Turkish, Twi)	-	30	30

1. The adjusted secondary languages column represents adjusted totals accounting for youth who indicated the same primary and secondary languages.



The DCFS SOGIE survey included questions about the youth’s pronouns, LGBTQI+ status, gender, and sexual orientation. This section provides a summary of their responses to these demographic questions. The survey also included the following graphic featuring definitions of key SOGIE terms (Figure 1).

Figure 1. LGBTQIAP Definitions



Pronouns

The survey asked the youth to specify their pronouns (Table 9). Youth were provided with three sets of gender pronouns and the opportunity to specify their pronouns. Eight-hundred and forty-two youth answered this question. There were similar proportions of the sample that selected He/Him (48%) and She/Her (49%). Twenty-eight (3%) chose to select multiple sets of the presented pronouns, with five of these youth choosing all three of the specified pronouns. Twelve youth indicated that they use some other pronouns, nine of whom specified their pronouns, including: she/they, he/her, he/they, it, none, and JR.

Table 9. Survey Responses of DCFS Youth in Care - Pronouns (n = 842)

	He / Him	She / Her	They / Them	Something Else
Total Number of Youth	400	410	53	12
Percent of Youth	47.5%	48.7%	6.3%	1.4%
Crosstabs				
He / Him	400	10	13	0
She / Her	10	410	15	0
They / Them	13	15	53	0
Something Else	0	0	0	12

Gender

Youth were asked to identify their gender from a list of nine genders, eight specific options, and “I identify as something else” (Table 10). They were also provided the option to indicate that “I am not sure yet” or “I don’t understand what this question means.” Only one youth indicated that they did not know what this question meant. A total of 809 youth answered this question; nine of these youth selected only “I am not sure yet” or “I don’t know what this question means.” Eight hundred youth selected at least one gender, with 95% (766) of the youth selecting exactly one gender. Thirty-four youth selected multiple genders (4%), with 28 youth selecting two genders and six selecting more than two genders. Similar proportions of the sample selected girl/female (49%) and boy/male (47%). Eighty-four youth (10%) of youth selected a gender other than girl/female or boy/male. The largest groups among these genders were non-binary (4%) and trans/transgender (4%). Seven youth indicated, “I identify as something else,” but did not provide a label for their gender.

Table 10. Survey Responses of DCFS Youth in Care - Gender (n = 809)

	Girl / Female	Boy / Male	Trans / Transgender	Non-binary	Intersex	Genderqueer	Genderfluid	Questioning	I identify as something else	I am not sure yet	I don't know what this question means
Total Number of Youth	399	382	29	35	1	3	15	7	7	16	1
Percent of Youth	49.3%	47.2%	3.6%	4.3%	0.1%	0.4%	1.9%	0.9%	0.9%	2.0%	0.1%
Crosstabs											
Girl / Female	399	6	7	4	0	1	4	2	0	2	0
Boy / Male	6	382	11	5	0	0	2	2	0	2	0
Trans / Transgender	7	11	29	5	0	1	1	1	0	1	0
Non-binary	4	5	5	35	0	1	3	2	0	0	0
Intersex	0	0	0	0	1	0	0	0	0	0	0
Genderqueer	1	0	1	1	0	3	0	0	0	0	0
Genderfluid	4	2	1	1	0	0	15	1	0	0	0
Questioning	2	2	1	1	0	0	1	7	1	1	0
I identify as something else	0	0	0	0	0	0	0	1	7	0	0
I am not sure yet	2	2	1	1	0	0	0	1	0	16	1

LGBTQI+ Status

The survey then asked the youth if they “identified as Lesbian, Gay, Bisexual, Transgender, Queer, Intersex + (LGBTQI+)” (Figure 2). Youth were provided the options of yes, no, don’t know, and prefer not to say. A total of 845 youth answered this question. A quarter of youth (25%, 213) responded that they identify as LGBTQI+. The number of youth identifying as LGBTQI+ may be under-reported based on other data provided in this survey. One-third of the sample who provided gender and sexual orientation information (274 youth, n = 842) indicated one or more of the following:

- Gender identities - trans/transgender, non-binary, intersex (sex), genderqueer, genderfluid, questioning, and/or self-identified (e.g., something else),
- Sexual orientations - asexual, bisexual, lesbian/gay, pansexual, queer, questioning, or self-identified (e.g., something else).

Table 12 is a crosstab between LGBTQI+ status, gender, and sexual orientation. The table shows that the vast majority of youth who identified as a gender other than girl/female or boy/male or sexual orientation other than heterosexual/straight answered that they identify as LGBTQI+. The exception is the youth who identified as asexual, where 63% indicated that they are not LGBTQI+. This outcome may be a result of how the question was asked, specifically that asexuals were not included in the genders or sexual orientations listed in the question or in the acronym (e.g., LGBTQI+ instead of LGBTQIA+).

Figure 2. Survey Responses of DCFS Youth in Care - LGBTQI+ (n = 845)

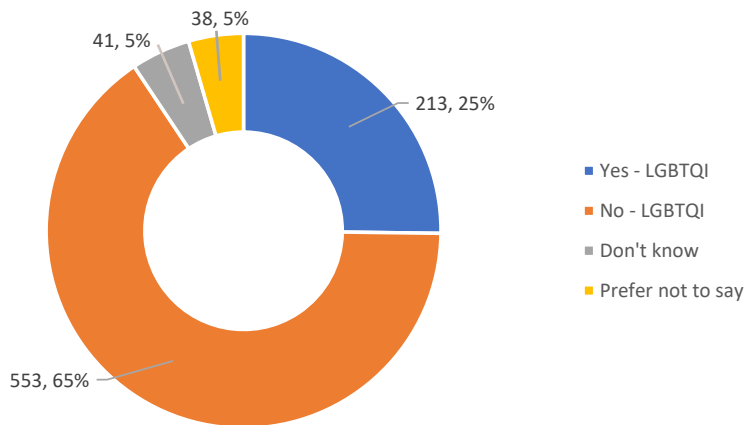


Table 12. Crosstab Survey Responses for LGBTQI+ Status, Gender, and Sexual Orientation (n = 845)

	Count LGBTQI+ Yes	Count LGBTQI+ No	Total
Gender			
Girl / Female	106	246	352
Boy / Male	60	302	362
Trans / Transgender	28	1	29
Non-binary	33	1	34
Intersex	0	0	0
Genderqueer	3	0	3
Genderfluid	13	1	14
Questioning	4	0	4
I identify as something else	2	0	2
I am not sure yet	6	1	7
Sexual Orientation			
Asexual	10	17	27
Bisexual	117	4	221
Heterosexual / Straight	2	458	460
Lesbian / Gay	41	0	41
Pansexual	35	1	36
Queer	7	0	7
Questioning	5	3	8
Something Else	4	10	14
Prefer no labels	9	17	26
Not sure about my sexual orientation	5	7	12
Not sure what this question means	1	16	17
Choose not to respond	0	21	21

The number of youth who identify as LGBTQI+ in the sample is larger the further they are in school (Table 12). Only one elementary age youth and one youth who didn't know their grade indicated that they identify as LGBTQI+. About 22% of middle school age youth and 27% of high school youth stated that they identify as LGBTQI+. While a smaller subset of the sample, the largest proportion of youth who identified as LGBTQI+ were college or vocational program at about 35%.

Table 12. Crosstab Survey Responses for LGBTQI+ Status and grade level ($n = 845$)

	LGBTQI+ Yes	LGBTQI+ No	LGBTQI+ Don't know	LGBTQI+ Prefer not to say	Total in Grade Level Answering LGBTQI+ Status
Elementary School	1 12.5%	5 62.5%	0 0.0%	2 25.0%	8
Middle School	41 21.6%	129 67.9%	11 5.8%	6 4.7%	190
High School	119 27.2%	277 63.4%	24 5.5%	17 3.9%	437
College or Vocational Program	25 34.7%	41 56.9%	2 2.8%	4 5.6%	72
Not Applicable / Not in a Grade	26 20.0%	96 73.8%	4 3.1%	4 3.1%	130
Don't Know	1 12.5%	5 62.5%	0 0.0%	2 25.0%	8
Total	213 25.2%	553 65.4%	41 4.9%	38 4.5%	845 100%



Youth were asked a single open-ended question, “How can DCFS better support gender expression, gender identity, and sexual orientation?” Three-hundred and eighty-four youth choose to answer this question. Sixty-six percent (254 responses) indicated that they had no recommendations. Representative examples of these responses include “I don’t know,” “N/A,” “not at this time,” and “no comment.” Thirty-nine youth indicated that they had a positive response to the support currently provided by DCFS. Representative example comments are, “They don’t need to change. They already do an amazing job because they accept and support me for who I am.” The remaining 91 comments provide suggestions for DCFS to improve support. These responses reflect seven topic areas outlined below under the summary of youth recommendations for DCFS.

Summary of Youth Recommendations for DCFS

Looking across the responses themed as suggestions for improvement, we can draw out the following recommendations provided by these 91 youth.

1. Build Community and Educational Opportunities (26.1%, 24 responses)

This topic area focuses on building community and knowledge among LGBTQI+ youth. This includes providing them with safe spaces to explore their identity and sexual orientation. Youth specifically asked for opportunities to explore their identity and network with their peers. One youth shared, “Provide groups for people with similar situations, sexualities, etc.” Provide resources targeted to supporting LGBTQI+ youth, including educational resources that help them explore their identities. A youth shared, “Allowing more information regarding LGBTQ+ so that children have information to learn and explore.” Specific education topics requested included education around consent and healthy relationships, suicidal ideation and supports, and information to support the exploration of gender and sexual orientation. Finally, multiple youth requested that DCFS provide male mentors and role models, education around consent, and support for healthy relationships across gender orientations.

2. Center Acceptance and Respect Their Privacy (22.8%, 21 responses)

This topic area focuses on honoring their choices, treating them as equals to their peers, and respecting their privacy. Youth expressed wanting to set boundaries for conversations about their gender and sexual orientation. This includes not talking about these topics if they are not comfortable. They asked to be treated fairly and like their non-LGBTQI+ peers. One youth shared, “treat me as equal to everyone else.” They also want to control who has access to their information. For example, one youth stated, “by not telling my grandma because she doesn’t believe I am.”

3. Respect Chosen Names and Pronouns (19.6%, 18 responses)

This topic reflects the request of the youth for DCFS to address them by their chosen name and pronouns and not to assume their gender or sexual orientation. One youth summarized the sentiment of their peers by stating, “You can just help by calling me by my name and pronouns, and that should be it. Have a great day :)”

4. Facilitate Access to Gender-Affirming Services (9.8%, 9 responses)

This topic area focuses on providing gender-affirming support for youth who want to change their name legally, enroll in school under their preferred gender, access gender-affirming clothing, and access gender-affirming medical care. Youth in these comments expressed their desires to be a “real girl” or “real boy.” This included having access to materials necessary to present as their preferred gender, access to hormone therapies, and assistance with legal transitions. One youth shared, “Help get youth in care things they need like binders or affirming foster families. If someone feels supported, it would help a lot.” Another stated, “Getting into a gender clinic. Being able to take hormones to be a boy forever.”

5. Ensure Safe Affirming Placements (9.8%, 9 responses)

This topic area focused on the need to ensure their safety in foster placements by protecting LGBTQI+ from being subjected to homophobic placements. One youth shared,

“They can work on a better system when it comes to LGBT youth in group homes/residentials, etc. a lot of LGBT youth in DCFS don’t feel safe. They are targets for jumping/bullying in these facilities just because they identify as a part of the LGBTQIA+ community, and in my opinion staff and DCFS doesn’t do anything to help with this. I am not sure if they don’t care or if they just aren’t trained on what to do in these situations or what.”

Youth also highlighted issues associated with foster family placements and the need to provide foster families with education on LGBTQI+ issues. One youth shared, “Make sure homophobic people can’t foster LGBT+ children. Or any children, really, since my little sister was fostered by homophobic people, and now she acts homophobic.”

6. Prioritize Permanency (6.5%, 6 responses)

This topic area reflected youth who want DCFS to improve access to the supports and services associated with their permanency case. This includes more time with family, support, services that are needed to support reunification, and more worker engagement. One youth shared that DCFS should focus on “helping me out with my issues and to get home!” Another youth asked for services to meet their immediate needs, “I need help with school and more services to deal with past traumas than what I identify as and what I’m attracted to.”

7. Support Connection Through PRIDE (4.3%, 4 responses)

This final topic area reflected youth who wanted connections with PRIDE and visual representations of their LGBTQI+ status. Four youth provided requests in this area. Given the brevity of their quotes, they are all included for consideration:

- “The department needs to follow up and make sure they know who is under the LGBTQI umbrella.”
- “I’d say that maybe they should do something to celebrate pride month for those who don’t identify as straight or identify as something other than the sex they were born into.”
- “They can get me a pride flag for my birthday.”
- “A LGBTQI care package would be nice.”

One youth eloquently summarized the sentiments of many of their peers with the following request:



“Ensure protection of my rights and treat me equally to those who are non-queer. I want to be able to explore myself and be myself without feeling like doing so could endanger myself. I am a person and want to be treated like one.” - Survey Response from a DCFS youth in care

Next Steps

Through this work, the DCFS SOGIE Survey Workgroup has laid the foundation for new administrative practices in the collection of SOGIE demographic data. This work will facilitate the addition of the SOGIE demographic data fields into the department's case management system, the Statewide Automated Child Welfare Information System (SACWIS). This work will carry forward into the new data management system, the Comprehensive Child Welfare Information System (CCWIS), that is currently under development.

The data collected through this survey will support the development and implementation of a comprehensive strategy for building an improved system of support for LGBTQI+ youth in care. Specifically, the recommendations provided by youth are extremely valuable and highlight the importance of integrating youth voices into this work. To achieve these goals and effectively engage stakeholders, the DCFS Division of Diversity, Equity and Inclusion will do the following:

- Seek additional insight from youth in response to the suggestions captured in this survey through the department's LGBTQI+ Affinity Groups. We will actively explore each recommendation and gain their input into priorities and ideas for implementation.
- Share this information gathered with each relevant division of the department to build a culture of support for LGBTQI+ youth and raise awareness of the issues highlighted by youth in this survey.
- Develop a plan to improve supports for LGBTQI+ youth based on the recommendations put forward by youth, including the collection of additional data reflecting the perspectives, needs, and recommendations of LGBTQI+ youth, as appropriate.

The DCFS SOGIE Survey Workgroup will support sharing the results of this survey and developing the plan for improved supports and services. Additionally, based on the youth comments highlighted above, a few considerations emerged for the effort to collect SOGIE information from youth in care in SACWIS.

- Include data gathering and efforts to promote usage of youth-chosen names and pronouns.
- When youth provide SOGIE information through personally identifiable data collection (e.g., SACWIS, CCWIS), include options for youth to specify how they want the information shared (e.g., safe to share with caseworker only, not to be shared with court, foster parent, etc.)
- Consider continuing an option for youth to provide SOGIE information anonymously. Especially for youth who chose not to consent to provide personally identifiable information in SACWIS/CCWIS.

Appendix A: Sexual Orientation, Gender Identity and Expression Survey

Sexual Orientation, Gender Identity and Expression (SOGIE) Survey

Please complete the survey below.
Thank You!

The purpose of this survey is to gather data/numbers about Sexual Orientation, Gender Identity and Expression (SOGIE) among Illinois youth in care to enhance future services. The survey is for all youth in care, aged 12 and older. Your responses are anonymous and confidential. This means your name and information will not be shared with anyone. Information will be reported together with all youth responses to the Illinois legislature and policymakers. You are invited to share your information, but it is not required.

Do you consent to complete the survey?

- Yes
- No

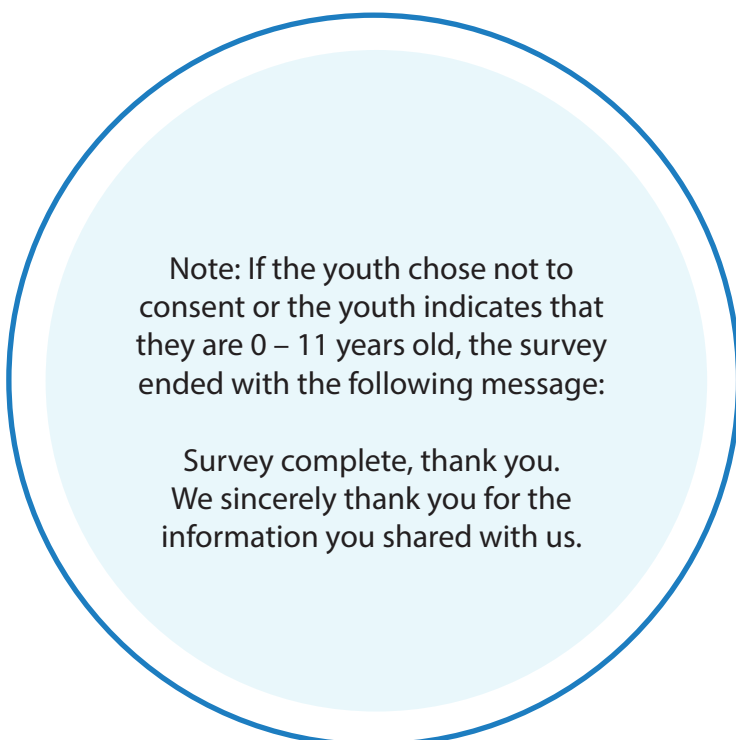
How old are you?

- 0 – 11 years of old
- 12 years old
- 13 years old
- 14 years old
- 15 years old
- 16 years old
- 17 years old
- 18 years old
- 19 years old
- 20 years old

What grade are you in?

- Elementary school
- Middle school
- High School
- College or vocational program
- Not applicable / Not in a grade
- Don't know

What is your zip code where you live now? (leave blank if unknown) _____



Note: If the youth chose not to consent or the youth indicates that they are 0 – 11 years old, the survey ended with the following message:

Survey complete, thank you.
We sincerely thank you for the information you shared with us.

Appendix A. Sexual Orientation, Gender Identity and Expression Survey

Where do you live right now?

- Home of a Parent
- Home of a Relative
- Home of Someone Not Related to Me
- Foster Home
- Group Home
- Residential Treatment Facility
- Independent Living (ILO)
- Transitional Living Program (TLP)
- Juvenile Detention or Corrections
- Nursing Care Facility
- Youth in College
- Hospital
- Shelter
- Interim Care Center
- Don't Know

Do you identify as Hispanic, Latino, Latina, or Latinx?

- Yes
- No
- Don't know
- Decline to answer

Which term do you use to describe your race?

- American Indian or Alaska Native
- Asian (but not South Asian)
- Black or African American
- Native Hawaiian or Other Pacific Islander
- South Asian
- White or Caucasian
- Other (please specify) _____

What is your primary language you speak most of the time?

- English
- Spanish
- Arabic
- Polish
- Urdu
- Russian
- Gujarti
- Tagalog (Philipino)
- French
- Mandarin / Chinese
- Vietnamese
- Other (please specify your primary language) _____

Appendix A: Sexual Orientation, Gender Identity and Expression Survey

If applicable, do you have a second language? (select all that apply)

- English
- Spanish
- Arabic
- Polish
- Urdu
- Russian
- Gujarti
- Tagalog (Philipino)
- French
- Mandarin / Chinese
- Vietnamese
- Other (please specify your second language) _____

Sexual Orientation, Gender Identity and Expression

L	G	B	T	Q	Q	I	A	P
Lesbian	Gay	Bisexual	Trans- gender	Queer	Question- ing	Intersex	Asexual	Pansexual
A woman who is primarily attracted to women	A man who is primarily attracted to men; sometimes a broad term for individuals primarily attracted to the same sex.	An individual attracted to people of their own and opposite gender	A person whose gender identity differs from their assigned sex at birth	An umbrella term to be more inclusive of many identities and variations that makeup the LGBTQ+ community	The process of exploring and discovering one's own sexual orientation, gender identity and/or gender expression	An individual whose sexual anatomy or chromosomes do not fit with the traditional markers of "female" and "male"	An individual who generally does not feel sexual desire or attraction to any group of people. It is not the same as celibacy and has many sub-groups	A person who experiences sexual, romantic, physical and/or spiritual attraction to members of all gender identities / expressions not just people who fit into the standard gender

If you agree to share information about your Sexual Orientation, Gender Identity and Expression (SOGIE), while you are in DCFS care, this can assist DCFS in providing appropriate and affirming resources for youth in care. Please complete the questions to the best of your ability and knowledge of your identity. Your safety and comfort are important to us. Remember that you do not have to answer these questions. If you decide to give answers, your responses will be anonymous and confidential which means your name and information will not be shared.

What pronouns do you use for yourself? This means how would you like people to refer to you if they forget your name.

- He / Him
- She / Her
- They / Them
- Something else (please specify your pronouns) _____

Appendix A: Sexual Orientation, Gender Identity and Expression Survey

Do you identify as Lesbian, Gay, Bisexual, Transgender, Queer, Intersex + (LGBTQI+)?

- Yes
- No
- Don't know
- Prefer not to say

When you think about how you see yourself, which of the following terms best fits how you describe your gender?

- Girl / Female
- Boy / Male
- Trans for Transgender
- Non-binary
- Intersex
- Genderqueer
- Genderfluid
- Questioning
- I am not sure yet
- I don't know what this question means
- I identify as something else

Which of the following best describes your sexual orientation?

- Asexual
- Bisexual
- Heterosexual / Straight
- Lesbian / Gay
- Pansexual
- Queer
- Questioning
- Prefer No Labels
- Not Sure about My Sexual Orientation
- Not Sure what this Question Means
- Choose Not to Respond/Skip
- Something Else

How can DCFS better support your gender expression, gender identity, and sexual orientation?

Appendix B: D-NET Departmental Wide Announcement and Email

D-NET Departmental Wide Announcement and Email

Subject: Mandatory survey for all youth in care aged 12+ on Sexual Orientation, Gender Identity, and Expression (SOGIE)

There is a new law in Illinois that requires DCFS to gather information from all youth in care. Illinois Senate Bill 2133 requires 10 state agencies, including Illinois DCFS, to report out on the aggregated age, sex, disability status, sexual orientation, gender identity and primary or preferred language demographic data of individuals who utilize state-administered services. The primary purpose of this survey is to gather data about Sexual Orientation, Gender Identity, and Expression (SOGIE). The results of this survey will be reported to the Illinois legislature and used by DCFS to enhance future services.

All permanency caseworkers must make this survey available to every youth in care aged 12 and older to meet the requirements of the legislation. Caseworkers are encouraged to use the following description as a script for introducing the survey to youth:

There is a new law in Illinois that requires DCFS to gather information from all youth in care. The primary purpose of this survey is to gather data about Sexual Orientation, Gender Identity, and Expression (SOGIE) to enhance future services. Your safety and comfort are important to us, so we guarantee your responses are anonymous and confidential meaning your information will not be shared. DCFS will not be able to identify you personally. Your answers will be included with all other youth and provided to the Illinois legislature and policymakers, in order to plan for improved services.

While it is essential to offer the survey to every youth aged 12 and older, they are not mandated to complete the survey. The survey first asks for youth to consent and it ends if they do not consent. The survey requests zip code. Please assist youth by providing them their zip code. After introducing the survey to youth, please help them access the survey and allow them to fill out the survey privately, unless the youth needs or requests assistance to complete the survey. The survey is 14 questions and should take most youth about 5 minutes to complete. Please put a case note in SACWIS for any youth 12 and older who is unable to complete the survey.

Access the survey [here](#).

For more information and a list of FAQs, click [here](#).

If youth have any issues accessing the survey, or if youth need support around Sexual Orientation, Gender Identity, and Expression, please reach out to Marla Courts, Division of Diversity, Equity and Inclusion unit, at Marla.E.Courts2@illinois.gov.

Appendix C: Sexual Orientation, Gender Identity and Expression Flyer

Sexual Orientation, Gender Identity and Expression (SOGIE) Survey



Illinois Department of
DCFS
Children & Family Services

SAFETY  **SAFETY**
FIRST ALWAYS

Survey Link:

<https://redcap.dcf.illinois.gov/sites/redcap/surveys/?s=HDENDFNYY7>

Survey Description:

There is a new law in Illinois that requires DCFS to gather information from all youth in care. The purpose of this survey is to gather data about **Sexual Orientation, Gender Identity and Expression (SOGIE)** to enhance future services. Your safety and comfort are important to us, so we guarantee your responses are **anonymous** and **confidential** meaning your information will not be shared. DCFS will not be able to identify you personally. Your answers will be included with all other youth and provided to the Illinois legislature and policymakers, in order to plan for improved services.

Information for Permanency Caseworkers:

Illinois Senate Bill 2133 requires ten state agencies, including Illinois DCFS, to report out on the aggregated age, sex, disability status, sexual orientation, gender identity, and primary or preferred language demographic data of individuals who utilize state-administered services.

All permanency caseworkers must distribute this mandatory survey to youth aged 12 and older to meet the requirements of the legislation. Youth have opportunity to consent in the beginning of the survey.

Survey Quick Facts

- 14 questions
- 5-10 minutes to complete
- Deadline: June 30

Frequently Asked Questions are available on page two.



Scan this QR code with your phone or tablet for quick access to the survey. 25

Appendix C: Sexual Orientation, Gender Identity and Expression Flyer

L	G	B	T	Q	Q	I	A	P
Lesbian	Gay	Bisexual	Trans- gender	Queer	Question- ing	Intersex	Asexual	Pansexual
A woman who is primarily attracted to women	A man who is primarily attracted to men; sometimes a broad term for individuals primarily attracted to the same sex.	An individual attracted to people of their own and opposite gender	A person whose gender identity differs from their assigned sex at birth	An umbrella term to be more inclusive of many identities and variations that makeup the LGBTQ+ community	The process of exploring and discovering one's own sexual orientation, gender identity and/or gender expression	An individual whose sexual anatomy or chromosomes do not fit with the traditional markers of "female" and "male"	An individual who generally does not feel sexual desire or attraction to any group of people. It is not the same as celibacy and has many sub-groups	A person who experiences sexual, romantic, physical and/or spiritual attraction to members of all gender identities / expressions not just people who fit into the standard gender

Frequently Asked Questions

Q1. What should my caseworker do?

A. Your caseworker should explain the survey using the description provided on the front of this flyer as a guide. Then they should help you to access the survey. They should provide you with an opportunity to complete the survey privately, unless you need or request assistance to complete the survey. Caseworkers should put a note in the SACWIS system for any youth 12 and older that is unable to complete the survey.

Q2. How can I fill out the survey?

A. Access the survey via QR Code or URL, using an iPad, mobile phone, or a computer with internet access.

Q3. What is the deadline for the survey to be completed?

A. Youth should complete one survey by June 30th.

Q4. Should I share this survey with all youth?

A. The survey is targeted for youth 12 and older. If a youth indicates they are 11 or younger, the survey will end for them.

Q5. Why are we asking youth to participate in this survey?

A. Illinois Senate Bill 2133 requires ten state agencies, including Illinois DCFS, to report on the aggregated age, sex, disability status, sexual orientation, gender identity, and primary or preferred language demographic data of individuals who utilize state-administered services. It is important that as many youth as possible complete the survey. This will allow child welfare staff to better know and understand SOGIE information among Illinois youth in care in order to improve services and supports.

Q6. Will this survey be anonymous and confidential?

A. Yes, the survey is confidential. We will not ask for your name. Since your name is not collected, we cannot use any information that identifies you in written survey results. Responses are summarized as a group and not personally identifiable.

Q7. How long will this survey take? How many questions are being asked?

A. This should take no longer than 5-10 minutes and includes 14 questions.

Q8. What should youth do if they have a problem with the QR Code or URL?

A. Youth should let their caseworker know the problem with QR code or URL, and then caseworker should email the Division of Diversity, Equity, and Inclusion unit at Marla.E.Courts2@illinois.gov or Len.Meyer@illinois.gov.

Q9. Who created the survey?

A. This survey was created by a group that include representatives from DCFS, researchers, and current and former youth in care.

Q10. Who can youth talk to if they need support around Sexual Orientation, Gender Identity, and Expression?

A. Youth needing support around Sexual Orientation, Gender Identity, and Expression can reach out to the Division of Diversity, Equity and Inclusion unit at Marla.E.Courts2@illinois.gov or Len.Meyer@illinois.gov.