

VIDEO INTERVIEW DEMOGRAPHIC

Introduced

Risk: Medium

Amendment

Last Action (Jun 23, 2020): Rule 19(b) / Re-referred to Rules Committee

Summary

Employers using AI for video interviews must report demographic data, including race and ethnicity of hired applicants, to assess racial bias by December 31 each year.

Business Impact

If you use AI for hiring in Illinois, you must report demographic data by December 31 or face potential penalties.

Key Provisions

- Employers must collect demographic data on applicants evaluated by AI.
- Data must include race and ethnicity of applicants selected, not selected for interviews, and those hired.
- Reports are due annually by December 31 to the Department of Commerce and Economic Opportunity.
- The Department will analyze the data for racial bias and report findings by July 1 each year.

Compliance Checklist

- Collect and report demographic data on applicants evaluated by AI. | Who: Employers using AI for hiring. | Penalty: Potential unspecified penalties for non-compliance.
- Submit analysis report to the Department of Commerce and Economic Opportunity. | Who: Department of Commerce and Economic Opportunity. | Penalty: Not specified in the bill.

Industries Affected

Employment

Technology

Human Resources

Topics

AI in Employment

Comprehensive AI

Bill Sponsors

Name	Party	Role
Kelly M. Cassidy	Democratic	Primary
Jaime M. Andrade, Jr.		Primary
Camille Y. Lilly	Democratic	Primary
Jim Durkin		Primary
Karen May		Primary
Thomas Holbrook		Primary
Careen M Gordon		Primary
George Scully, Jr.		Primary
M. Maggie Crotty		Cosponsor
Deanna Demuzio		Cosponsor
Bob Biggins		Primary
Susan Garrett		Cosponsor

Related Bills

- HB0053 (IL)

Official Source

<https://www.ilga.gov/legislation/BillStatus.asp?DocNum=4977&GAID;=15&DocTypeID;=HB&SessionID;=108&GA;=101>

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