

## VIDEO INTERVIEW DEMOGRAPHIC

Passed Both Chambers

Risk: Medium

Amendment

Last Action (Jul 09, 2021): Public Act . . . . . 102-0047

## Summary

Requires employers using AI for interviews to report demographics to assess racial bias.

## Business Impact

If you use AI for interviews in Illinois, you must report demographics or face scrutiny.

## Key Provisions

- Employers must collect demographic data when using AI for interview decisions.
- Data must be reported to the Department of Commerce and Economic Opportunity.
- The Department will analyze data for racial bias and report findings.

## Compliance Checklist

- Collect demographic data from applicants | Who: Employers using AI for interview decisions
- Report demographic data to the Department | Who: Employers using AI for interview decisions

## Industries Affected

Technology

Human Resources

## Topics

AI in Employment

Comprehensive AI

## Bill Sponsors

---

Name	Party	Role
Jaime Andrade	D	Sponsor
Gregory Harris	D	Sponsor
John Connor	D	Sponsor
Jacqueline Collins	D	Sponsor

## Roll Call Votes

---

Date	Description	Yea	Nay	Result
2021-05-25	Third Reading in Senate	43	11	Passed
2021-04-21	Third Reading in House	112	5	Passed

## Related Bills

---

- [HB4977 \(IL\)](#)

## Official Source

---

<https://www.ilga.gov/legislation/BillStatus.asp?DocNum=53&GAID;=16&DocTypeID;=HB&SessionID;=110&GA;=102>

Disclaimer: This document is generated by AI for informational purposes only. It does not constitute legal advice. Consult a qualified attorney for guidance specific to your situation. Information may not be fully up to date.