



Record of Meeting | January 28, 2021

The Illinois State Toll Highway Authority (“Tollway”) held the regularly scheduled Diversity and Inclusion Committee meeting on Thursday, January 28, 2021. The meeting was held pursuant to the By-Laws of the Tollway upon call and notice of the meeting executed by Chairman Willard S. Evans, Jr. and posted in accordance with the requirements of the Open Meetings Act, 5 ILCS 120/1, *et seq.*

Due to necessary precautions relating to COVID-19, in accordance with the Gubernatorial Disaster Proclamation and current conditions, and consistent with the Open Meetings Act, it was determined by Chairman Willard S. Evans, Jr. that an in-person meeting of the body was neither practical nor prudent. In compliance with all conditions of Open Meetings Act, 5 ILCS 120/7(e), the Committee meeting was conducted by audio conference. A telephone access number was provided for members of the public to monitor and/or participate in the meeting.

[Bolded entries indicate issues which may require follow-up to present or report to Directors.]

Call to Order / Roll Call

Committee Chair Davis called the Meeting to order at approximately 9:30 a.m., stating that this is the regularly scheduled meeting of the Diversity & Inclusion Committee of the Tollway Board of Directors. He then asked the Board Secretary to call the roll, those Directors present and absent being as follows:

Committee Members Present:
Committee Chair Stephen Davis
Director James Connolly
Director Karen McConnaughay
Director James Sweeney

Committee Members Not Present:
none

Other Directors Present:
Director Alice Gallagher
Director Scott Paddock
Director Gary Perinar
Chairman Willard Evans, Jr.



The Board Secretary declared a quorum present.

Public Comment

Committee Chair Davis opened the floor for public comment. The following individuals addressed the Committee, each offering comments in support of the Tollway's Technical Assistance program:

- Alberto Rocha, President, Rocha Electric Company
- David Rambhajan, Principal, Industria Inc.
- Dana Harder, Owner, INDEP Chicago Consulting
- Sandi Llano, Sandi Llano and Associates, Inc.
- Liona Bran, Illinois Hispanic Chamber of Commerce
- Bernie McNally, President, Brophy Excavation
- Roberto Velazquez, Founder, Semper Fi

Committee Chair's Items

Committee Chair Davis entertained a motion to approve **Committee Chair's Item 1**, the Minutes of the regular Diversity & Inclusion Committee meeting held on October 15, 2020, as presented. Director Connolly made a motion to approve the minutes, seconded by Director McConnaughay. Chair Davis asked that the roll be called on the motion, the vote of yeas and nays being as follows:

Yeas: Director Connolly, Director McConnaughay, Director Sweeney, Committee Chair Davis (4)

Nays: (0)

The motion PASSED.

Having no further items, Committee Chair Davis called on Executive Director José Alvarez.

Executive Director's Items

Executive Director Alvarez introduced Terry Miller, Chief of Diversity & Strategic Development, to present to the Committee an update on Tollway Diversity Initiatives. [See attached presentation.](#)

Committee Chair Davis thanked Mr. Miller for his presentation.

Adjournment



Minutes of the
Diversity & Inclusion Committee Meeting

There being no further business before the Committee, Committee Chair Davis entertained a motion to adjourn. A motion to adjourn was made by Director Connolly, seconded by Director McConnaughay. Committee Chair Davis asked that the roll be called on the motion, the vote of yeas and nays being as follows:

Yeas: Director Connolly, Director Perinar, Director Sweeney, Committee Chair Davis (4)

Nays: (0)

The motion PASSED.

The Meeting was adjourned at approximately 10:20 a.m.

Minutes taken by: _____

Christi Regnery
Board Secretary
Illinois State Toll Highway Authority



Illinois Tollway **DIVERSITY**

Driving Economic Opportunities

Terry Miller

Chief of Diversity and Strategic Development

January 28, 2021

AGENDA

1. COMMITMENT TO DIVERSITY - Statistics

2. DIVERSITY PROGRAMS

1. Building for Success Webinar Series
2. Small Business Initiative
3. Partnering for Growth
4. Earned Credit Program
5. ConstructionWorks
6. Technical Assistance

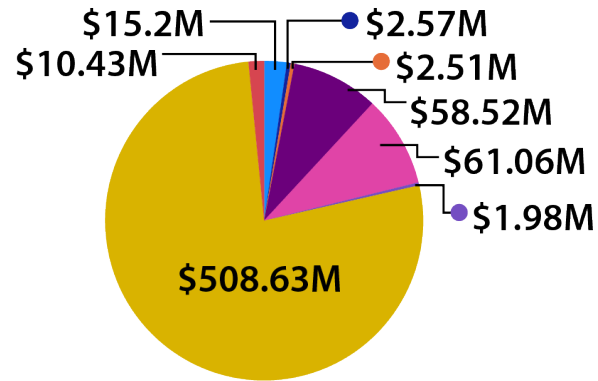
3. PROGRAM COMPARISON

1. Illinois Tollway
2. IDOT

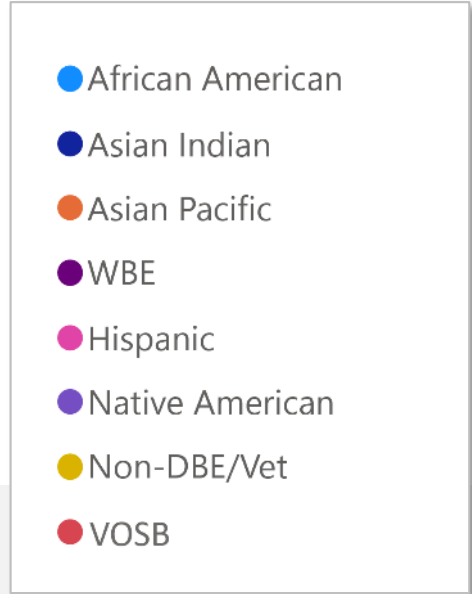
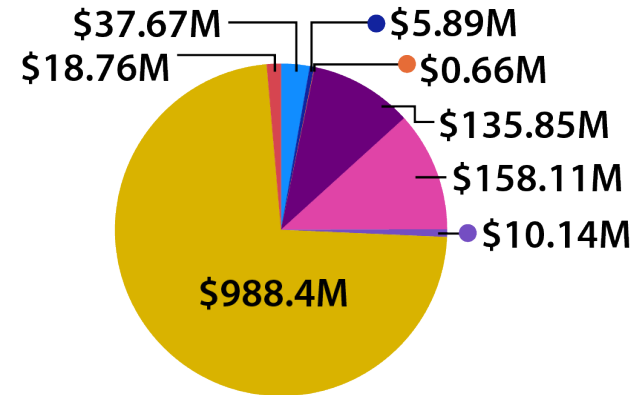


CONSTRUCTION AND PROFESSIONAL SERVICES AWARDS

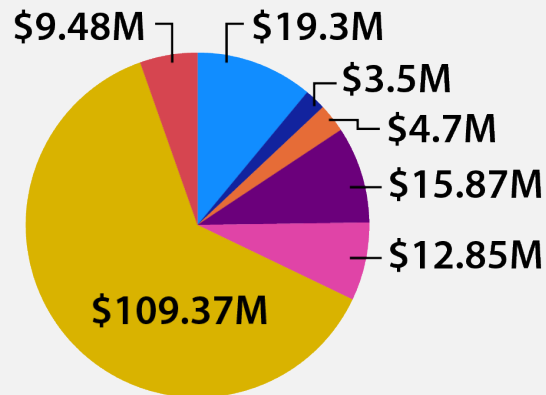
2019 CONSTRUCTION AWARDS



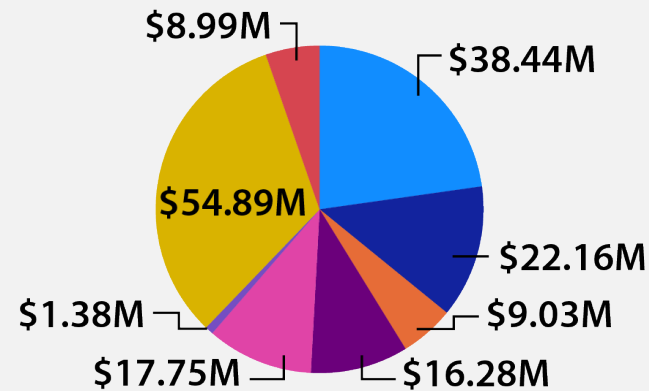
2020 CONSTRUCTION AWARDS



2019 PROFESSIONAL SERVICES AWARDS



2020 PROFESSIONAL SERVICES AWARDS



BUILDING FOR SUCCESS WEBINAR SERIES

Overview



30-minute presentations,
Mondays at 3 p.m.



Highlights key Tollway programs and
initiatives and provides strategies for
improving business operations



Leverages relationships with
strategic partners/sister agencies



Sessions are recorded and posted online as resources for firms doing business with the Tollway

BUILDING FOR SUCCESS WEBINAR SERIES

Success to Date

- ✓ Nearly 2,000 attendees in 2020
- ✓ Most popular topics: Statement of Interest workshop, IDOT and CDB prequalification

Winter 2021 Topics



- How to Bid – Using the state’s BidBuy system
- How to do Business (Procurement, Contract Services, Compliance)
- E-Builder Process
- Partnering for Growth – Professional Services

SMALL BUSINESS INITIATIVE

Overview



Identifies select construction contracts specifically for small businesses to perform as prime contractors



Requires a self-performance goal not to exceed 40%; determined on a project-by-project basis

SMALL BUSINESS INITIATIVE

Requirements

- ✓ Firms must be registered with the State as a small business
- ✓ Primes must have gross revenues of \$14 million or less annually
- ✓ Primes and subs must complete Tollway's Small Business Initiative application and be registered

SMALL BUSINESS INITIATIVE

Small Business Contract Tiers

Tier 1 **Tier 2** **Tier 3**

\$1 million
or less

\$1-3 million

\$3-5 million

Project Scopes

- Demolition, electrical, vertical, structural
- Landscaping, grading/drainage, general roadway

PARTNERING FOR GROWTH PROGRAM

Overview

- ✓ Encourages contractors and consultants to assist small, diverse and veteran-owned businesses in remaining self-sufficient, competitive and profitable
- ✓ Flexible agreements allow firms to gain experience on active contracts (professional services) or work together without a contract (construction)
- ✓ Tollway provides assistance with agreements (construction)



PARTNERING for GROWTH

POWERED BY THE ILLINOIS TOLLWAY

Taking your Business to the Next Level



Illinois Tollway
DIVERSITY

Driving Economic Opportunities

PARTNERING FOR GROWTH PROGRAM

Accomplishments

170

Agreements to date



30

Protégé firms awarded Tollway prime contracts



PARTNERING FOR GROWTH PROGRAM

Future Improvements

- ✓ Award virtual bid credits to protégés (construction)
- ✓ Streamline paperwork (both)
- ✓ Exit interviews to incorporate lessons learned (construction)
- ✓ New software to track and monitor agreements

EARNED CREDIT PROGRAM

Overview

- ✓ Prime and subcontractors earn bid credits when they hire from a pool of underemployed minorities, women, eligible offenders and exonerated individuals, veterans and other economically disadvantaged individuals
- ✓ Race and gender-neutral program; candidates qualify based on income guidelines
- ✓ Contractors can earn additional bonus for retaining hires
- ✓ Tollway maintains online database to connect contractors with potential hires



EARNED CREDIT PROGRAM

POWERED BY THE ILLINOIS TOLLWAY

Putting your Best Bid Forward



Illinois Tollway
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Driving Economic Opportunities

EARNED CREDIT PROGRAM

Accomplishments

506

ECP-eligible people
hired since program launch

30

Individuals
hired in 2020

Future Improvements

- Increase contractor hiring and retention bonuses

CONSTRUCTIONWORKS PROGRAM

Overview

- ✓ Connects participants to experienced career and pre-apprenticeship training partners throughout Northern Illinois who offer customized construction industry preparation
- ✓ Provides unprecedented level of access to key industry resources throughout the region, including construction contractors and regional transportation agencies
- ✓ Contractors earn bid credits for hiring and retaining candidates and up to \$100,000 in wage reimbursements per contract for apprentice hires employed on Tollway projects



ConstructionWorks

POWERED BY THE ILLINOIS TOLLWAY

Teaching Trades, Building Careers



Illinois Tollway
DIVERSITY

Driving Economic Opportunities

CONSTRUCTIONWORKS PROGRAM

Accomplishments

220

Participants hired
since 2018

18

Individuals hired
in 2020

30

Candidates hired
for Tollway
construction
projects

Future improvements

- Allow contractors to earn cash wage reimbursement for non-skilled laborers

TECHNICAL ASSISTANCE PROGRAM

Overview



Provides comprehensive, customized business development assistance to small, diverse and veteran-owned firms for increased business stability and growth in the transportation-related construction industry



Services are customized to the firms' assessed strengths, challenges and needs



Programs are self-paced or cohort-based (collaborative group setting)



TECHNICAL ASSISTANCE

POWERED BY THE ILLINOIS TOLLWAY

Equipping Businesses for Success



Illinois Tollway
DIVERSITY

Driving Economic Opportunities

TECHNICAL ASSISTANCE PROGRAM

Accomplishments

739

Firms assisted since
2016

51

Unique clients
awarded Tollway
contracts

96

Clients registered as small
businesses in last four
months, required to do
business with the Tollway

TOLLWAY AND IDOT DBE PROGRAM COMPARISON

Illinois Tollway Offers

Business development assistance

- ✓ Technical Assistance Program

Career development assistance

- ✓ ConstructionWorks

Career development assistance

- ✓ ConstructionWorks

Peer mentoring for businesses

- ✓ Partnering for Growth (professional services and construction)

Hiring/retention business incentives

- ✓ Earned Credit Program/ConstructionWorks – bid credits
ConstructionWorks - \$15 wage reimbursement on Tollway contracts

Contracting opportunities for small businesses

- ✓ Small Business Initiative



TOLLWAY AND IDOT DBE PROGRAM COMPARISON

IDOT Offers

Business development assistance

- ✓ DBE Supportive Services Program

Career development assistance for individuals

- ✓ Highway Construction Careers Training Program (HCCTP)

Peer mentoring for businesses

- ✓ Construction/Consultant Mentor Protégé Program

Hiring/retention business incentives

- ✓ HCCTP - \$15 wage reimbursement

Contracting opportunities for small businesses

- ✓ Target Market Program



Q & A



Illinois Tollway
DIVERSITY

Driving Economic Opportunities

THANK YOU

