



## Record of Meeting | February 17, 2022

The Illinois State Toll Highway Authority (“Tollway”) held the regularly scheduled Diversity and Inclusion Committee meeting on Thursday, February 17, 2022 in the Boardroom of the Tollway headquarters in Downers Grove, IL. 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.* The meeting was open to the public.

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

## Call to Order / Roll Call

Committee Chair Davis stated that Director Sweeney has notified the Board Secretary in advance of his wish to participate by telephone due to business duties. In accordance with the Open Meetings Act, and with a physical quorum of the Committee present, Director Gomez made a motion to allow Director Sweeney to participate by telephone, seconded by Director McConnaughay. The Board Secretary called the roll on the motion, the vote of yeas and nays being as follows:

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

Nays: (0)

The motion PASSED.

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 Jacqueline Gomez
Director Karen McConnaughay
Director James Sweeney ( <i>by telephone</i> )

Committee Members Not Present:
none



**Other Directors Present:**

Director Alice Gallagher (*by telephone*)

Director Scott Paddock

Director Gary Perinar

The Board Secretary declared a quorum present.

### Public Comment

Committee Chair Davis opened the floor for public comment. No public comment was offered.

### 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 July 22, 2021 as presented. Director Gomez made a motion to approve the Minutes, 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 Gomez, Director McConnaughay, Director Connolly, Director Sweeney, Committee Chair Davis (5)

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 thanked Committee Chair Davis and the Board for their support. He then introduced Terry Miller, Chief of Diversity & Strategic Development, to present to the Committee a review of the Tollway's major diversity and inclusion accomplishments during 2021. [See attached presentation.](#)

Director Gomez commended the successes of the Small Business Initiative ("SBI") and the strong growth in the Tollway's Disadvantaged Business Enterprise ("DBE") program. She asked for a further breakout of the growth between prime contractors and subcontractors. **Mr. Miller responded that this information would be provided post-meeting.**



Director Sweeney asked whether the disparity study being conducted would include comparative analysis with the 2015 data. Mr. Miller confirmed that such a comparison will be a component of the new disparity study.

Directors and staff discussed opportunities to assist with business growth of SBI and DBE program participants and the barriers inherent in outdated federal legislation. Additionally discussed were post-bid debriefing opportunities and the benefits of this information to new and small vendors.

Directors and staff discussed the possibility of self-producing or bulk purchasing roadbuilding materials to achieve cost savings and concurrently assist smaller vendors with pricing and capacity. **Committee Chair Davis asked that staff examine this course of action.** He also suggested engaging other agencies such as the Illinois Department of Transportation and the City of Chicago.

Director Sweeney noted the opening in the fall of a school, the curriculum of which will include introduction to the trades. He highlighted that trade apprenticeships will be made available to graduating students. Committee Chair Davis thanked Director Sweeney for his efforts and the efforts of organized labor.

Committee Chair Davis thanked Mr. Miller for his presentation.

## **Adjournment**

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There being no further business before the Committee, Committee Chair Davis entertained a motion to adjourn. Director Gomez made a motion to adjourn, 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 Gomez, Director McConnaughay, Director Connolly, Director Sweeney, Committee Chair Davis (5)

Nays: (0)

The motion PASSED.



The Meeting was adjourned at approximately 10:15 a.m.

Minutes taken by: \_\_\_\_\_

Christi Regnery  
Board Secretary  
Illinois State Toll Highway Authority





# Illinois Tollway **DIVERSITY**

*Driving Economic Opportunities*

**DIVERSITY AND INCLUSION COMMITTEE  
2021 YEAR IN REVIEW**

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*Terry Miller, Chief of Diversity and  
Strategic Development*

**FEBRUARY 17, 2022**





# AGENDA

OVERALL PARTICIPATION

SMALL BUSINESS OPPORTUNITIES

TRAINING AND MENTORING

TECHNICAL ASSISTANCE

WORKFORCE DEVELOPMENT

OUTREACH

DISPARITY STUDY





# OVERALL PARTICIPATION

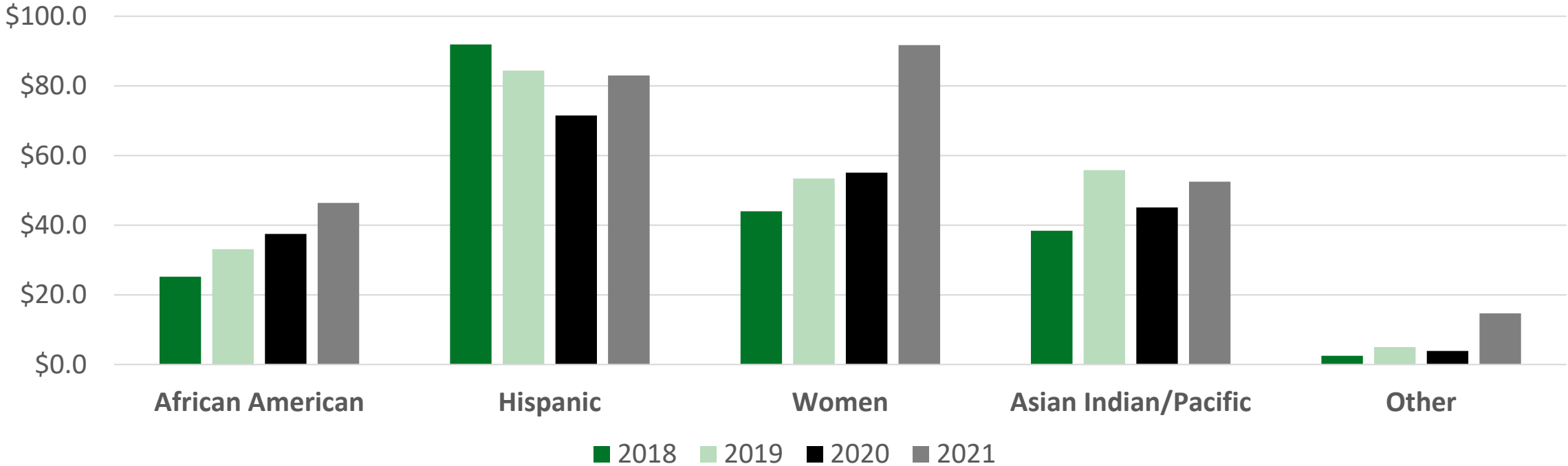




# DBE SPEND PARTICIPATION

## *Construction and Professional Services 2018-2021 Spend\**

### DBE SPEND



**2018: \$202.1 million**     
 **2019: \$231.7 million**     
 **2020: \$213.1 million**     
 **2021: \$288.4 million**

\* = UNAUDITED    Totals may not add due to rounding



# CONSTRUCTION AND PROFESSIONAL SERVICES

## 2018-2021 Spend\*

CONSTRUCTION SPEND				
	2018	2019	2020	2021
African American	\$7.0M 1.6%	\$9.6M 2.4%	\$8.9M 1.6%	\$22.2M 2.9%
Hispanic	\$65.6M 13.4%	\$56.5M 13.8%	\$48.0M 8.8%	\$64.0M 8.4%
Women	\$26.1M 5.3%	\$30.3M 7.4%	\$39.1M 7.15%	\$72.4M 9.5%
Other	\$4.8M 0.3%	\$7.7M 1.9%	\$7.7M 1.4%	\$11.3M 1.5%
<b>DBE Subtotal</b>	<b>\$103.5M</b> 21.2%	<b>\$104.1M</b> 25.4%	<b>\$103.7M</b> 19.0%	<b>\$169.9M</b> 22.3%
Non-DBE	\$369.2M 75.46%	\$295.7M 72.2%	\$433.4M 79.2%	\$578.2M 76.0%
Veteran	\$16.6M 3.4%	\$9.5M 2.3%	\$10.1M 1.8%	\$13.2M 1.7%
<b>TOTAL</b>	<b>\$489.2M</b>	<b>\$409.3M</b>	<b>\$547.1M</b>	<b>\$761.3M</b>

PROFESSIONAL SERVICES SPEND				
	2018	2019	2020	2021
African American	\$18.2M 7.1%	\$23.5M 7.6%	\$28.6M 10.7%	\$24.2M 9.8%
Hispanic	\$26.3M 10.3%	\$27.9M 9.1%	\$23.5M 8.8%	\$19.1M 7.7%
Women	\$17.9M 7.0%	\$23.1M 7.5%	\$16.0M 5.9%	\$19.3M 7.8%
Asian Indian/Pacific	\$36.1M 14.1%	\$52.0M 16.9%	\$40.0M 14.9%	\$46.7M 18.9%
Other	\$80.2K 0.03%	\$1.1M 0.4%	\$1.3M 0.5%	\$9.2M 3.7%
<b>DBE Subtotal</b>	<b>\$98.5M</b> 38.5%	<b>\$127.5M</b> 41.5%	<b>\$109.5M</b> 41.0%	<b>\$118.5M</b> 48.0%
Non-DBE	\$151.7M 59.2%	\$172.8M 56.2%	\$151.0M 56.5%	\$118.5M 47.9%
Veteran	\$5.8M 2.3%	\$7.3M 2.4%	\$6.9M 2.6%	\$10.2M 4.1%
<b>TOTAL</b>	<b>\$255.9M</b>	<b>\$307.5M</b>	<b>\$267.3M</b>	<b>\$247.2M</b>

# OVERALL BEP PARTICIPATION

## 2018-2021 BEP Spend\*

GOODS AND SERVICES SPEND				
	2018	2019	2020	2021
African American	\$2.8M 1.8%	\$2.2M 2.3%	\$1.0M 1.7%	\$1.1M 1.2%
Hispanic	\$11.4M 7.5%	\$5.2M 5.4%	\$3.7M 5.9%	\$4.2M 4.7%
Women	\$4.3M 2.8%	\$5.5M 5.7%	\$2.1M 3.3%	\$5.2M 5.7%
Asian Indian/Pacific	\$16.0M 10.5%	\$11.8M 12.2%	\$6.2M 9.8%	\$8.4M 9.3%
Other	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%	\$1.1M 1.2%
<b>BEP Subtotal</b>	<b>\$34.5M</b> 22.6%	<b>\$24.7M</b> 25.6%	<b>\$13.0M</b> 20.7%	<b>\$19.9M</b> 22.1%
Non-BEP	\$117.9M 77.1%	\$71.6M 73.9%	\$49.8M 79.1%	\$69.0M 76.4%
Veteran	\$568.8K 0.4%	\$577.1K 0.6%	\$154.2K 0.2%	\$1.4M 1.6%
<b>TOTAL</b>	<b>\$152.9M</b>	<b>\$96.8M</b>	<b>\$63.0M</b>	<b>\$90.3M</b>

\* = UNAUDITED

Totals may not add due to rounding





# SMALL BUSINESS OPPORTUNITIES

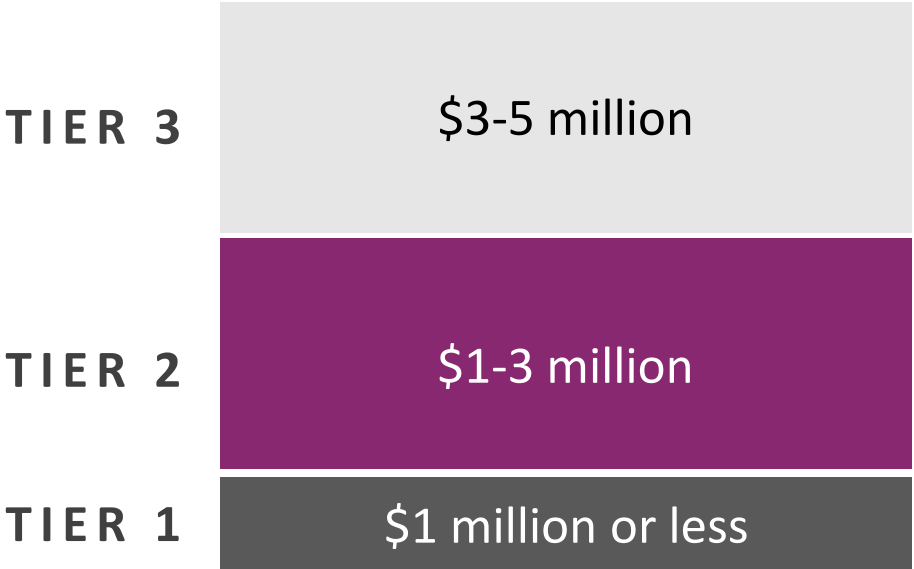




# SMALL BUSINESS INITIATIVE (SBI)

- ▶ Identifies select construction contracts, only small businesses can perform as primes or subcontractors
- ▶ Establishes small business goals for select construction contracts, up to 40% self-performance goals

## SMALL BUSINESS CONTRACT TIERS



## PROJECT SCOPES

- Demolition
- Electrical
- Vertical
- Structural
- Landscaping
- Grading/drainage
- General roadway



## SMALL BUSINESS INITIATIVE

POWERED BY THE ILLINOIS TOLLWAY

*Creating Opportunities for Inclusion*

# SMALL BUSINESS INITIATIVE (SBI)

## 2021 BY THE NUMBERS

► **28 contracts awarded**

- 21 Small Business Initiative contracts
- 7 Small Business Set-Aside contracts

Nearly  
**100**  
bids received

A total of  
**16**  
unique low bidders

More than  
**160**  
firms registered in  
SBI

Nearly  
**80%**  
SBI registered firms  
are diverse

MORE THAN  
**\$37.6 MILLION** IN  
SMALL BUSINESS  
CONTRACTS AWARDED



# SMALL BUSINESS INITIATIVE (SBI)/ROLLING OWNER CONTROLLED INSURANCE PROGRAM (ROCIP)

## 2021 BY THE NUMBERS

▶ 27 contracts awarded with Tollway's ROCIP insurance

Nearly  
**\$36 million**  
In Small Business contracts  
covered by ROCIP

More than  
**40**  
Unique firms working on  
ROCIP contracts to date



SMALL BUSINESS INITIATIVE CONTRACT WINNING BIDS  
WERE **5 PERCENT BELOW** ENGINEERS' ESTIMATE





# TRAINING AND MENTORING



# PARTNERING FOR GROWTH PROGRAM

- ▶ 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



**PARTNERING for GROWTH**

POWERED BY THE ILLINOIS TOLLWAY

*Taking your Business to the Next Level*



# PARTNERING FOR GROWTH PROGRAM

## 2021 BY THE NUMBERS



- ▶ Nearly 20 agreements executed
  - 10 professional services
  - 7 construction
- ▶ Executed new reverse agreement in professional services
  - ▶ Selected via QBS process and monitored by Engineering and Diversity Departments
- ▶ Streamlined paperwork to make managing relationships more efficient
- ▶ Began awarding bid credits to protégé firms in construction agreements

## PROGRAM MILESTONES REACHED IN 2021

- ▶ Executed 200<sup>th</sup> overall agreement
- ▶ Executed 20<sup>th</sup> construction agreement







# TECHNICAL ASSISTANCE





# TECHNICAL ASSISTANCE

- ▶ Provides 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*



**750 CLIENTS  
SERVICED SINCE  
2017**

# TECHNICAL ASSISTANCE PROGRAM *UPDATES AND IMPROVEMENTS*

- ▶ Awarded new contract in Fall 2021
- ▶ Expanded to provide services to professional services firms
- ▶ Increased financial support to remove barriers for emerging firms
- ▶ Greater accountability and key performance indicator data measurement to better assess program impacts
  - ▶ Bids submitted on Tollway projects, jobs created, bonding/lines of credit increased, certifications
- ▶ Offers incentives when providers exceed contract performance goals



Chicagoland | Aurora | Rockford | Waukegan



Chicago Downtown





# WORKFORCE DEVELOPMENT



# CONSTRUCTIONWORKS AND EARNED CREDIT PROGRAMS

## CONSTRUCTIONWORKS

- ▶ Connects participants to network of experienced career and pre-apprenticeship training partners offering customized construction industry preparation
- ▶ Provides unprecedented access to key industry resources and supports services after employment to better assist with long-term career success
- ▶ Contractors earn bid credits for hiring candidates and up to \$100,000 in wage reimbursements when employed on Tollway projects



## EARNED CREDIT PROGRAM

- ▶ 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
- ▶ Contractors earn additional bonuses for retaining hires
- ▶ Tollway maintains online database to connect contractors with potential hires



# CONSTRUCTIONWORKS AND EARNED CREDIT PROGRAMS

## 2021 BY THE NUMBERS

**30**

participants hired  
in 2021

**274**

participants hired  
since 2018

**54**

participants hired on  
Tollway construction  
projects since 2018

### FUTURE IMPROVEMENTS

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



## 2021 BY THE NUMBERS

**53**

ECP-eligible people  
hired in 2021

**564**

ECP-eligible people  
hired since Program  
launch

### FUTURE IMPROVEMENTS

Increase contractor hiring  
and retention bonuses





# WORKFORCE DEVELOPMENT

## *Collaboration with ConstructionWorks and Organized Labor*

Diversity staff meetings with Local 9 and Local 196 electricians

- ▶ Highlight awareness of ConstructionWorks and Earned Credit Programs
- ▶ Encourage placement of trained ConstructionWorks participants in union apprenticeships
- ▶ Enroll ConstructionWorks participants in CDL training classes to prepare them for union apprenticeships







# OUTREACH



# BUILDING FOR SUCCESS

## *Weekly Webinar Series*



30-minute presentations, Mondays at 3 pm



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

## Weekly Webinar Series

### 2021 BY THE NUMBERS

More than  
**2,800**  
attendees

Nearly  
**40**  
webinars hosted

*Topics included getting certified with the State of Illinois, Tollway and IDOT Statement of Interest writing, City of Chicago procurement opportunities*

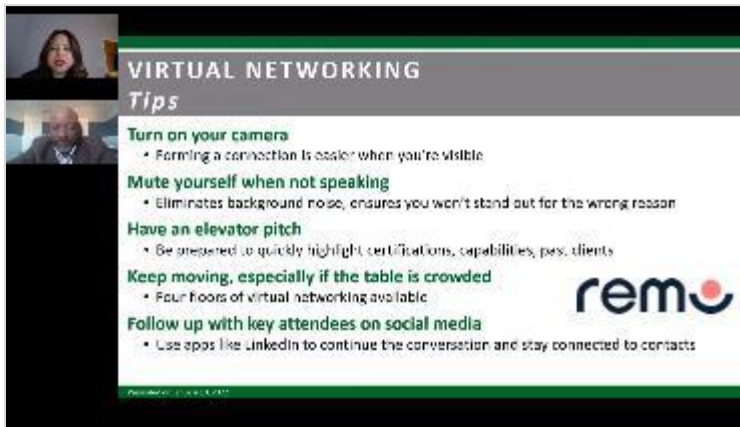


### UPCOMING 2022 TOPICS INCLUDE:

- How to Use the BidBuy System
- How to do Business with the Tollway (Procurement, Contract Services, Compliance)
- Partnering for Growth – Reverse Relationships for Professional Services
- Partnering for Growth – Emerging Technology Relationships
- Writing effective Capability Statements

# NETWORKING AND OUTREACH

## TYPES OF KEY EVENTS



Professional Services/  
Construction networking events



Speaking engagements  
and presentations at  
membership meetings



Diversity Advisory  
Council meetings  
(Policy/Programs, Workforce  
Development committees)

MORE THAN **1,000 PEOPLE** HAVE ATTENDED  
AT LEAST ONE TOLLWAY NETWORKING EVENT IN **2021**





## DISPARITY STUDY





# DISPARITY STUDY

- ▶ Colette Holt & Associates retained to study possible race or gender disparities in access to Tollway prime and subcontracting opportunities
- ▶ Study will also examine what remedies, if any, are appropriate to redress barriers created by race or gender discrimination
- ▶ Participation data under review, interviews with internal and external stakeholders begin in early 2022







THANK YOU