



Record of Meeting | August 29, 2024

The Illinois State Toll Highway Authority (“Tollway”) held the Diversity & Inclusion Committee meeting on Thursday, August 29, 2024, in the Boardroom of Tollway headquarters in Downers Grove, Illinois. The meeting was held pursuant to the By-Laws of the Tollway upon call and notice of the meeting executed by Chairman Arnaldo Rivera and posted in accordance with the requirements of the Open Meetings Act, 5 ILCS 120/1, *et seq.*

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

Call to Order / Roll Call

Committee Chair Gomez called the meeting to order at approximately 8:32 a.m. She then asked the Board Secretary to call the roll, those Directors present and absent being as follows:

Committee Members Present:
Chairman Arnaldo Rivera
Director Karen McConnaughay <i>[arrived at 8:39 am]</i>
Director James Sweeney
Director Mark Wright
Committee Chair Jacqueline Gomez

Committee Members Not Present:
None

Other Directors Present:
Director James Connolly
Director Melissa Neddermeyer
Director Gary Perinar, Jr.

The Board Secretary declared a quorum present.

Public Comment

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

Committee Chair’s Items



Committee Chair Gomez entertained a motion to approve **Committee Chair’s Item 1**, the minutes of the regular Diversity & Inclusion Committee meeting held on February 22, 2024, as presented. Director Sweeney made a motion to approve the minutes, seconded by Director Wright. The motion PASSED unanimously by voice vote.

Having no further items, Committee Chair Gomez called on Executive Director Cassaundra Rouse.

Executive Director’s Items

Executive Director Rouse introduced Marlene Vick, Acting Chief of Diversity & Strategic Development, to present an overview of the Tollway’s diversity activities and accomplishments for the second quarter of 2024. [See attached presentation.](#)

Upon conclusion of the presentation and discussion, Committee Chair Gomez thanked Ms. Vick.

Adjournment

There being no further business before the Committee, Committee Chair Gomez entertained a motion to adjourn. Director McConnaughay made a motion to adjourn, seconded by Director Wright. The motion PASSED unanimously by voice vote.

The Meeting was adjourned at approximately 8:47 a.m.

Minutes taken by: Christi Regnery
Christi Regnery
Board Secretary
Illinois State Toll Highway Authority



2024 Q2 REVIEW

DIVERSITY AND INCLUSION COMMITTEE

JANUARY – JUNE 2024



Marlene Vick
Acting Chief of Diversity and Strategic Development
August 29, 2024



AGENDA



- Participation
- Program Update
- Meetings and Outreach
- Technical Assistance:
Client Spotlight





OVERALL PARTICIPATION



CONSTRUCTION AND PROFESSIONAL SERVICES

2019-2024 Spend (Through 2024 Q2)*

CONSTRUCTION SPEND

	2019	2020	2021	2022	2023	(thru Q2) 2024
African American	\$9.6M 2.3%	\$8.9M 1.6%	\$22.2M 2.9%	\$11.2M 1.6%	\$6.5M 1.0%	\$2.2M 0.8%
Hispanic	\$56.5M 13.8%	\$48.0M 8.8%	\$64.5M 8.5%	\$69.1M 9.6%	\$65.9M 9.9%	\$29.7M 10.5%
Women	\$30.3M 7.4%	\$39.1M 7.2%	\$72.5M 9.5%	\$81.5M 11.4%	\$62.3M 9.4%	\$21.0M 7.4%
Other**	\$7.7M 1.9%	\$7.5M 1.4%	\$10.7M 1.4%	\$7.7M 1.1%	\$9.5M 1.4%	\$3.6M 1.3%
DBE Subtotal	\$104.1M 25.4%	\$103.6M 18.9%	\$169.9M 22.3%	\$169.5M 23.6%	\$144.2M 21.7%	\$56.5M 20.0%
Non-DBE	\$295.7M 72.2%	\$433.4M 79.2%	\$578.2M 76.0%	\$538.9M 75.1%	\$505.0M 76.1%	\$219.0M 77.3%
Veteran	\$9.5M 2.3%	\$10.2M 1.9%	\$13.2M 1.7%	\$8.9M 1.3%	\$14.6M 2.2%	\$7.6M 2.7%
TOTAL	\$409.3M	\$547.1M	\$761.3M	\$717.3M	\$663.8M	\$283.2M

**Other category includes Asian Indian/Pacific, Native American and Male (Caucasian)

* = UNAUDITED Totals may not add due to rounding

PROFESSIONAL SERVICES SPEND

	2019	2020	2021	2022	2023	(thru Q2) 2024
African American	\$23.5M 7.6%	\$28.6M 10.7%	\$26.4M 10.7%	\$26.1M 11.2%	\$24.7M 10.9%	\$10.4M 11.1%
Hispanic	\$27.9M 9.1%	\$23.5M 8.8%	\$21.3M 8.6%	\$24.2M 10.3%	\$27.3M 12.0%	\$11.9M 10.6%
Women	\$23.1M 7.5%	\$16.0M 6.0%	\$20.5M 8.3%	\$16.7M 7.1%	\$18.8M 8.3%	\$8.3M 7.4%
Asian Indian/ Pacific	\$52.0M 16.9%	\$40.0M 15.0%	\$47.6M 19.2%	\$24.8M 10.6%	\$35.9M 15.8%	\$25.1M 22.3%
Other**	\$0.2M 0.1%	\$57.6K 0.02%	\$0.5M 0.2%	\$0.9M 0.4%	\$0.5M 0.2%	\$0.0M 0.1%
DBE Subtotal	\$126.6M 41.2%	\$108.2M 40.5%	\$116.2M 47.0%	\$92.7M 39.6%	\$107.2M 47.2%	\$55.8M 49.6%
Non-DBE	\$173.7M 56.5%	\$152.2M 56.9%	\$120.8M 48.9%	\$132.8M 56.7%	\$110.0M 48.9%	\$52.6M 49.0%
Veteran	\$7.3M 2.4%	\$6.9M 2.6%	\$10.2M 4.1%	\$8.6M 3.7%	\$9.0M 4.0%	\$4.1M 3.7%
TOTAL	\$307.6M	\$267.3M	\$247.2M	\$234.1M	\$227.2M	\$112.5M

**Other category includes Native American and Male (Caucasian)

CONSTRUCTION AND PROFESSIONAL SERVICES

Through Q2 (January – June 2024)



DBE/Veteran Spend

More than \$124 million

\$7 million more than Q2 2023 and 2022

\$64 million

in construction

\$60 million

in professional services

Veteran participation

2.7%

in construction
\$7.6 million

3.7%

in professional services
\$4.1 million

OVERALL GOODS AND SERVICES PARTICIPATION

2019-2024 Spend (Through 2024 Q2)*

GOODS AND SERVICES SPEND						
	2019	2020	2021	2022	2023	(thru Q2) 2024
African American	\$2.2M 2.3%	\$1.0M 1.7%	\$1.1M 1.2%	\$2.9M 3.0%	\$2.2M 2.4%	\$1.2M 2.4%
Hispanic	\$5.2M 5.4%	\$3.7M 5.9%	\$4.6M 5.1%	\$4.4M 4.6%	\$4.6M 5.0%	\$1.2M 2.4%
Women	\$5.5M 5.7%	\$2.1M 3.3%	\$5.3M 5.8%	\$5.6M 5.8%	\$8.2M 8.8%	\$3.9M 7.8%
Asian Indian/Pacific	\$11.8M 12.2%	\$6.2M 9.8%	\$8.8M 9.8%	\$10.9M 11.4%	\$10.3M 11.0%	\$4.6M 9.3%
Other**	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%	\$0.03 0.03%	\$0.00 0.00%
BEP Subtotal	\$24.7M 25.5%	\$13.0M 20.7%	\$19.8M 21.9%	\$23.9M 24.9%	\$25.4M 27.2%	\$10.9M 21.9%
Non-BEP	\$71.6M 73.9%	\$49.8M 79.1%	\$69.0M 76.3%	\$70.8M 73.9%	\$67.1M 71.2%	\$38.5M 77.5%
Veteran	\$0.6M 0.6%	\$0.2M 0.2%	\$1.6M 1.8%	\$1.1M 1.1%	\$0.9M 0.9%	\$0.3M 0.6%
TOTAL	\$96.8M	\$63.0M	\$90.3M	\$95.7M	\$93.4M	\$49.6M

** Other category includes Native American and Male (Caucasian)

* = UNAUDITED Totals may not add due to rounding

GOODS AND SERVICES

Through Q2 (January – June 2024)



Certified BEP/Veteran Spend

More than \$11 million

paid to BEP certified firms

Goods and Services Event

November 8

Raise awareness of upcoming opportunities
and attract new bidders

Nearly \$17 million

paid to BEP firms in Q2 2023 and
nearly \$20 million in Q2 2022





PROGRAM UPDATES

DBE PROGRAM UPDATES

Through Q2 (January - June 2024)



Small Business Initiative

8 contracts

awarded in 2024, worth nearly
\$12 million

7 unique

prime contractors for 2024 contracts

1 first-time

prime contractor (Terrazas)

Nearly 230

contractors enrolled in the Tollway
Small Business Initiative

DBE PROGRAM UPDATES

Through Q2 (January – June 2024)



Partnering for Growth Program

10 new

professional services agreements approved

2 Reverse agreements

agreements approved



DBE PROGRAM UPDATES

Through Q2 (January – June 2024)



Partnering for Growth Program

3 construction agreements

extensions of existing agreements approved

\$720,000

in bid credits earned

3 professional services firms

went from protégé to prime



DBE PROGRAM UPDATES

Through Q2 (January – June 2024)



Technical Assistance Program

Nearly 50
new clients

Nearly 100
bids submitted on Tollway projects

More than 50
clients received a new certification

Nearly \$30 million
in Tollway contracts awarded to
Technical Assistance clients

DBE PROGRAM UPDATES

Through Q2 (January – June 2024)



ConstructionWorks/Bid Credit Program

15 ConstructionWorks

participants entered apprenticeships

Nearly \$400,000

in bid credits earned by contractors
hiring/retaining participants

10 ConstructionWorks

participants hired by contractors





MEETINGS AND OUTREACH



BUILDING FOR SUCCESS WEBINAR SERIES

Be in the Know



More Than **500** Attendees and **9** Webinars

Previous Topics

- Small Business Administration
- Empowering Small Businesses (with BMO Bank)
- SBSA Program registration
- JOC Small Business Initiative solicitation
- Safety
- Illinois Procurement Gateway
- Doing Business with the Tollway – Goods and Services
- Navigating BidBuy



Upcoming Topics

- Small Business Initiative Updates
- Getting Certified as a Small Business
- Contract Compliance (English and Spanish)
- Writing Statements of Interest



MEETINGS AND OUTREACH

Be Part of the Action



Hosted/Attended more than 60 events

- Webinars
- ConstructionWorks recruitment events
- CCTV and drone Emerging Technology trainings
- Diversity Advisory Council
- Stakeholder events (symposiums, panel discussions, networking)

Agency meetings to discuss Tollway DBE programs

- State of Illinois Commission on Equity and Inclusion, ACEC Illinois, Illinois Road and Transportation Builders Association

Nearly 60 email blasts for Tollway opportunities

- Small business bid solicitations
- Networking and outreach events
- Training events (asphalt paving, drone training, CCTV installation)
- Webinars
- JOC and Design Build solicitation networking events



UPCOMING EVENTS

Coming Soon



Ongoing

November 8

Early 2025

2025



Trainings



Goods and Services
Opportunities



Partnering for
Growth
Program
Recognition
Event



Access to
Capital event

QUARTERLY DIVERSITY VIDEO

SWE Solutions/Technical Assistance Program Client





THANK YOU

