



## Record of Meeting | February 20, 2025

The Illinois State Toll Highway Authority ("Tollway") held the Diversity & Inclusion Committee meeting on Thursday, February 20, 2025, 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 8:25 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
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.
Director Scott Paddock

The Board Secretary declared a quorum present.

## Public Comment

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



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### Committee Chair's Items

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Committee Chair Gomez entertained a motion to approve **Committee Chair's Item 1**, the minutes of the regular Diversity & Inclusion Committee meeting held on August 29, 2024, as presented. Director Wright made a motion to approve the minutes, seconded by Director McConnaughay. The motion PASSED unanimously by voice vote.

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

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### Executive Director's Items

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

The following speakers commented positively on the value of the Tollway's diversity initiatives to their firms:

- Regine Jeune, Owner, DB Sterlin Consultants, Inc.
- Elise Jackson, Program Manager, DB Sterlin Consultants, Inc.
- Rafael Herrera, Vice President of Business Development/Construction Management, SE3, LLC
- Aaron Patterson, Vice President of Business Development, Infrastructure Engineering, Inc.

Committee Chair Gomez, Executive Director Rouse and Director McConnaughay all thanked the speakers for their comments and partnership with the Tollway.

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

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### Adjournment

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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.



Minutes of the  
**Diversity & Inclusion Committee Meeting**

Meeting Date  
**February 20**  
2025



The Meeting was adjourned at approximately 8:51 a.m.

A handwritten signature in cursive script that reads 'Christi Regnery'.

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

Christi Regnery  
Board Secretary  
Illinois State Toll Highway Authority

A photograph of a construction site with workers in the background. The main focus is a worker in the foreground wearing a yellow hard hat, a grey hoodie, and an orange safety vest. He is looking to the left. In the background, two other workers are visible, one in a white hard hat and one in a brown hard hat, both wearing safety vests. The scene is outdoors with some construction materials and a fence visible.

# 2024 YEAR IN REVIEW

DIVERSITY AND INCLUSION COMMITTEE

**Marlene Vick**

*Acting Chief of Diversity and Strategic Development*

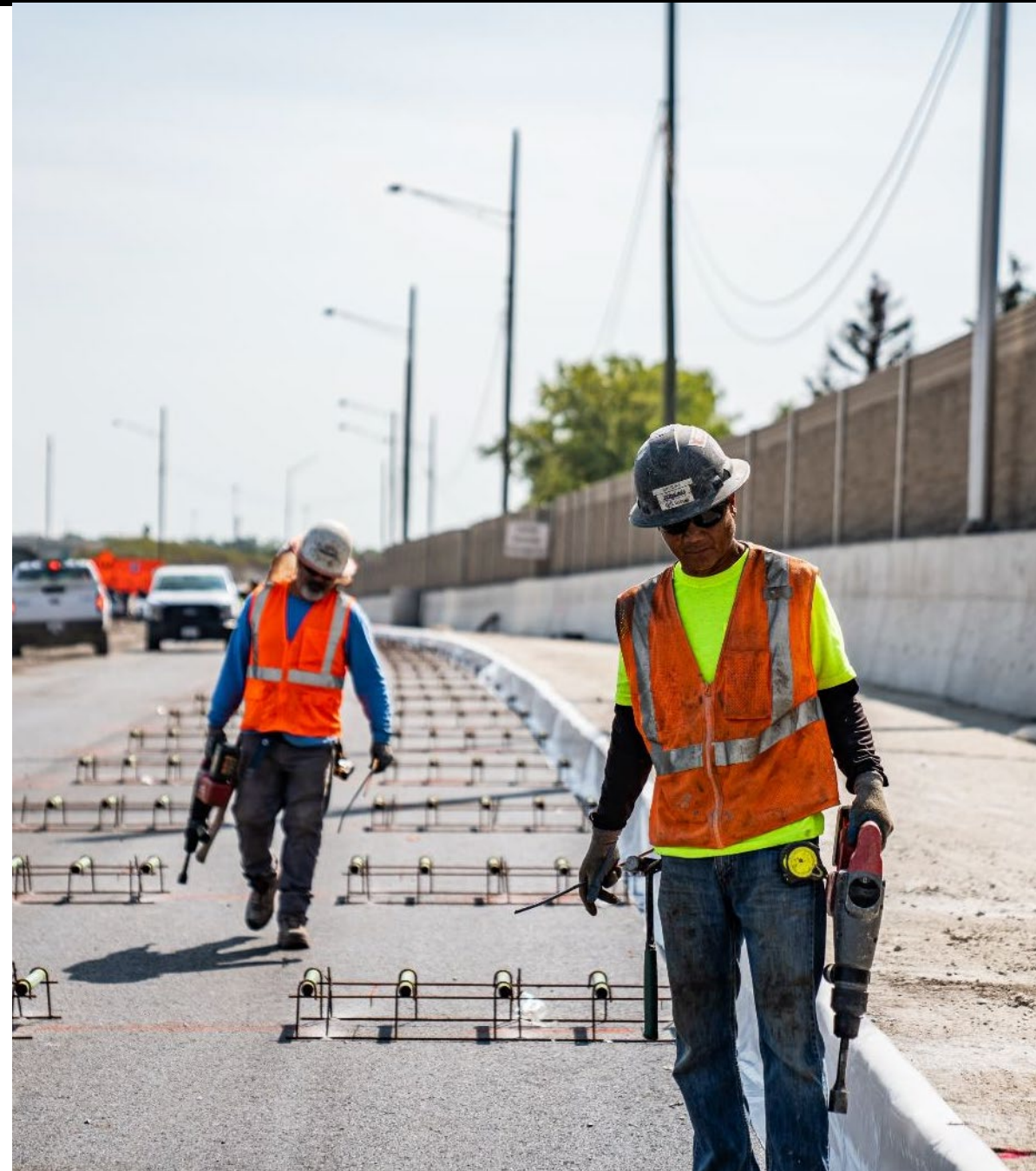
February 20, 2025





# AGENDA

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





# OVERALL PARTICIPATION

# CONSTRUCTION AND PROFESSIONAL SERVICES

## 2019-2024 Spend

CONSTRUCTION SPEND						
	2019	2020	2021	2022	2023	2024
African American	\$9.6M 2.3%	\$8.9M 1.6%	\$22.2M 2.9%	\$11.2M 1.6%	\$6.5M 1.0%	\$4.0M 0.6%
Hispanic	\$56.5M 13.8%	\$48.0M 8.8%	\$64.5M 8.5%	\$69.1M 9.6%	\$65.9M 9.9%	\$68.9M 10.4%
Women	\$30.3M 7.4%	\$39.1M 7.2%	\$72.5M 9.5%	\$81.5M 11.4%	\$62.3M 9.4%	\$56.5M 8.5%
Other**	\$7.7M 1.9%	\$7.5M 1.4%	\$10.7M 1.4%	\$7.7M 1.1%	\$9.5M 1.4%	\$5.6M 0.8%
DBE Subtotal	\$104.1M 25.4%	\$103.6M 18.9%	\$169.9M 22.3%	\$169.5M 23.6%	\$144.2M 21.7%	\$135.0M 20.3%
Non-DBE	\$295.7M 72.2%	\$433.4M 79.2%	\$578.2M 76.0%	\$538.9M 75.1%	\$505.0M 76.1%	\$506.6M 76.2%
Veteran	\$9.5M 2.3%	\$10.2M 1.9%	\$13.2M 1.7%	\$8.9M 1.3%	\$14.6M 2.2%	\$23.0M 3.5%
TOTAL	\$409.3M	\$547.1M	\$761.3M	\$717.3M	\$663.8M	\$664.6M

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

PROFESSIONAL SERVICES SPEND						
	2019	2020	2021	2022	2023	2024
African American	\$23.5M 7.6%	\$28.6M 10.7%	\$26.4M 10.7%	\$26.1M 11.2%	\$24.7M 10.9%	\$20.6M 9.1%
Hispanic	\$27.9M 9.1%	\$23.5M 8.8%	\$21.3M 8.6%	\$24.2M 10.3%	\$27.3M 12.0%	\$25.3M 11.2%
Women	\$23.1M 7.5%	\$16.0M 6.0%	\$20.5M 8.3%	\$16.7M 7.1%	\$18.8M 8.3%	\$17.6M 7.8%
Asian Indian/ Pacific	\$52.0M 16.9%	\$40.0M 15.0%	\$47.6M 19.2%	\$24.8M 10.6%	\$35.9M 15.8%	\$39.0M 17.2%
Other**	\$0.2M 0.1%	\$57.6K 0.02%	\$0.5M 0.2%	\$0.9M 0.4%	\$0.5M 0.2%	\$0.2M 0.1%
DBE Subtotal	\$126.6M 41.2%	\$108.2M 40.5%	\$116.2M 47.0%	\$92.7M 39.6%	\$107.2M 47.2%	\$102.8M 45.2%
Non-DBE	\$173.7M 56.5%	\$152.2M 56.9%	\$120.8M 48.9%	\$132.8M 56.7%	\$110.0M 48.9%	\$115.1M 50.7%
Veteran	\$7.3M 2.4%	\$6.9M 2.6%	\$10.2M 4.1%	\$8.6M 3.7%	\$9.0M 4.0%	\$9.4M 4.1%
TOTAL	\$307.6M	\$267.3M	\$247.2M	\$234.1M	\$227.2M	\$227.2M

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



# CONSTRUCTION AND PROFESSIONAL SERVICES

*January – December 2024*

## DBE/Veteran Spending

### DBE Participation

- **\$135 million** paid in construction
  - 20.3 percent
- **\$103 million** paid in professional services
  - 45.2 percent

### Veteran Participation

#### CONSTRUCTION



*3.5 percent*

#### PROFESSIONAL SERVICES



*4.1 percent*



# OVERALL BEP PARTICIPATION

## 2019-2024 BEP Spend

GOODS AND SERVICES SPEND						
	2019	2020	2021	2022	2023	2024
African American	\$2.2M 2.3%	\$1.0M 1.7%	\$1.1M 1.2%	\$2.9M 3.0%	\$2.2M 2.4%	\$2.5M 2.4%
Hispanic	\$5.2M 5.4%	\$3.7M 5.9%	\$4.6M 5.1%	\$4.4M 4.6%	\$4.6M 5.0%	\$2.2M 2.1%
Women	\$5.5M 5.7%	\$2.1M 3.3%	\$5.3M 5.8%	\$5.6M 5.8%	\$8.2M 8.8%	\$9.4M 9.1%
Asian Indian/Pacific	\$11.8M 12.2%	\$6.2M 9.8%	\$8.8M 9.8%	\$10.9M 11.4%	\$10.3M 11.0%	\$8.8M 8.6%
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%	\$22.9M 22.3%
Non-BEP	\$71.6M 73.9%	\$49.8M 79.1%	\$69.0M 76.3%	\$70.8M 73.9%	\$67.1M 71.2%	\$78.5M 76.7%
Veteran	\$0.6M 0.6%	\$0.2M 0.2%	\$1.6M 1.8%	\$1.1M 1.1%	\$0.9M 0.9%	\$1.0M 0.9%
TOTAL	\$96.8M	\$63.0M	\$90.3M	\$95.7M	\$93.4M	\$102.4M

\* = UNAUDITED      Totals may not add due to rounding

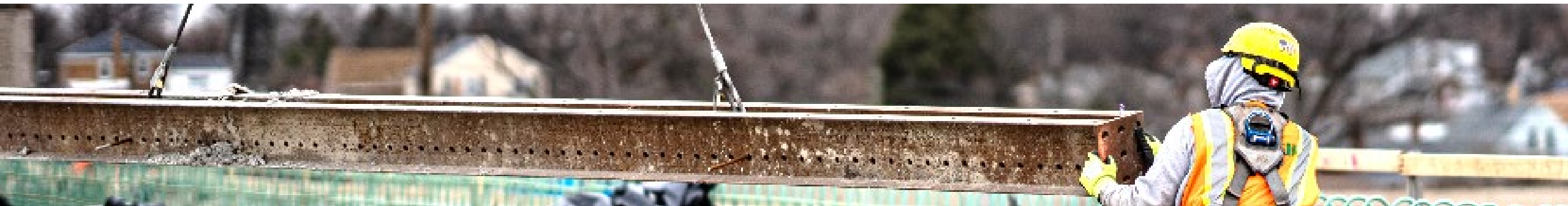
\*\* Other category includes Native American and Male (Caucasian)      6

# GOODS AND SERVICES

*January – December 2024*

## BEP Spend Update

- Nearly **\$24 million** paid to BEP/Veteran certified firms
  - 22 percent overall BEP participation and 1 percent Veteran participation
- Tollway reaching out to attract new firms to pursue future opportunities
  - Nearly 300 attendees at November outreach event





# PROGRAM UPDATES

# DBE PROGRAM UPDATES

## Small Business Initiative

- **9** contracts awarded worth nearly **\$13 million**
- **1** first-time prime contractor: *Terrazas*
- **7** unique prime contractors for 2024 contracts
- More than **220** contractors enrolled in the Tollway Small Business Initiative

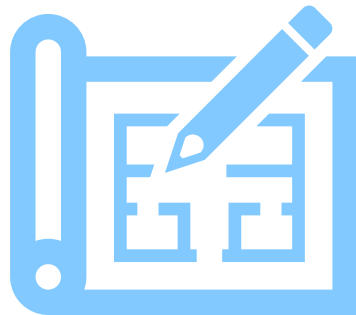




# DBE PROGRAM UPDATES

## Partnering for Growth Program – Professional Services

- **14** new agreements approved
- **2** reverse agreements approved
- **1** firm went from protégé to prime:  
*Pinpoint Precision*



# DBE PROGRAM UPDATES

*January – December 2024*

## Partnering for Growth Program – Construction

- **7** new agreements approved
- **9** extensions of existing agreements approved
- **\$1.6** million in bid credits accrued by contractors
- **1** firm went from protégé to prime: *Foundation Mechanics*



# DBE PROGRAM UPDATES

## Technical Assistance

- Nearly **400** clients received services
- Nearly **70** new certifications received by clients
- More than **150** bids submitted by clients pursuing Tollway work
- Nearly **\$20 million** in contracts awarded to Technical Assistance clients



# DBE PROGRAM UPDATES

## ConstructionWorks/Bid Credit Program

- **58** ConstructionWorks hires and participants entered apprenticeships
- More than **\$1.2 million** in bid credits earned by contractors hiring/retaining participants
- **26** Bid Credit Program hires hired by contractors







# MEETINGS AND OUTREACH

# BUILDING FOR SUCCESS WEBINAR SERIES

*Be in the Know*

**Nearly 800 Attendees and 14 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 a Part of the Action*

### Hosted/Attended nearly 140 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 100 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



## ASPHALT PAVING WORKSHOP

**Thursday, March 13 at 10 a.m.**  
*Illinois Tollway Downers Grove*



## CONTRACTING WITH GOVERNMENT GOODS AND SERVICES EVENT

**Tuesday, May 13 at 9 a.m.**  
*Edward Shock Centre of Elgin*



## PAVING THE ROAD TO SUCCESS INVITATIONAL

**Summer ITQ**



# CONTINUING THE COMMITMENT

*The Tollway remains fully committed to:*

Developing small, diverse  
and veteran-owned  
businesses

Growing the pool of  
primes and subs

Programs and initiatives  
that provide training,  
mentoring and support







THANK YOU