

A photograph of a construction site. In the foreground, a worker wearing a yellow hard hat, a grey hoodie, and an orange safety vest stands looking to the left. In the background, two other workers in white and brown hard hats and safety vests are visible. The scene is outdoors with industrial structures and a cloudy sky.

# 2024 YEAR IN REVIEW

DIVERSITY AND INCLUSION COMMITTEE

**Marlene Vick**

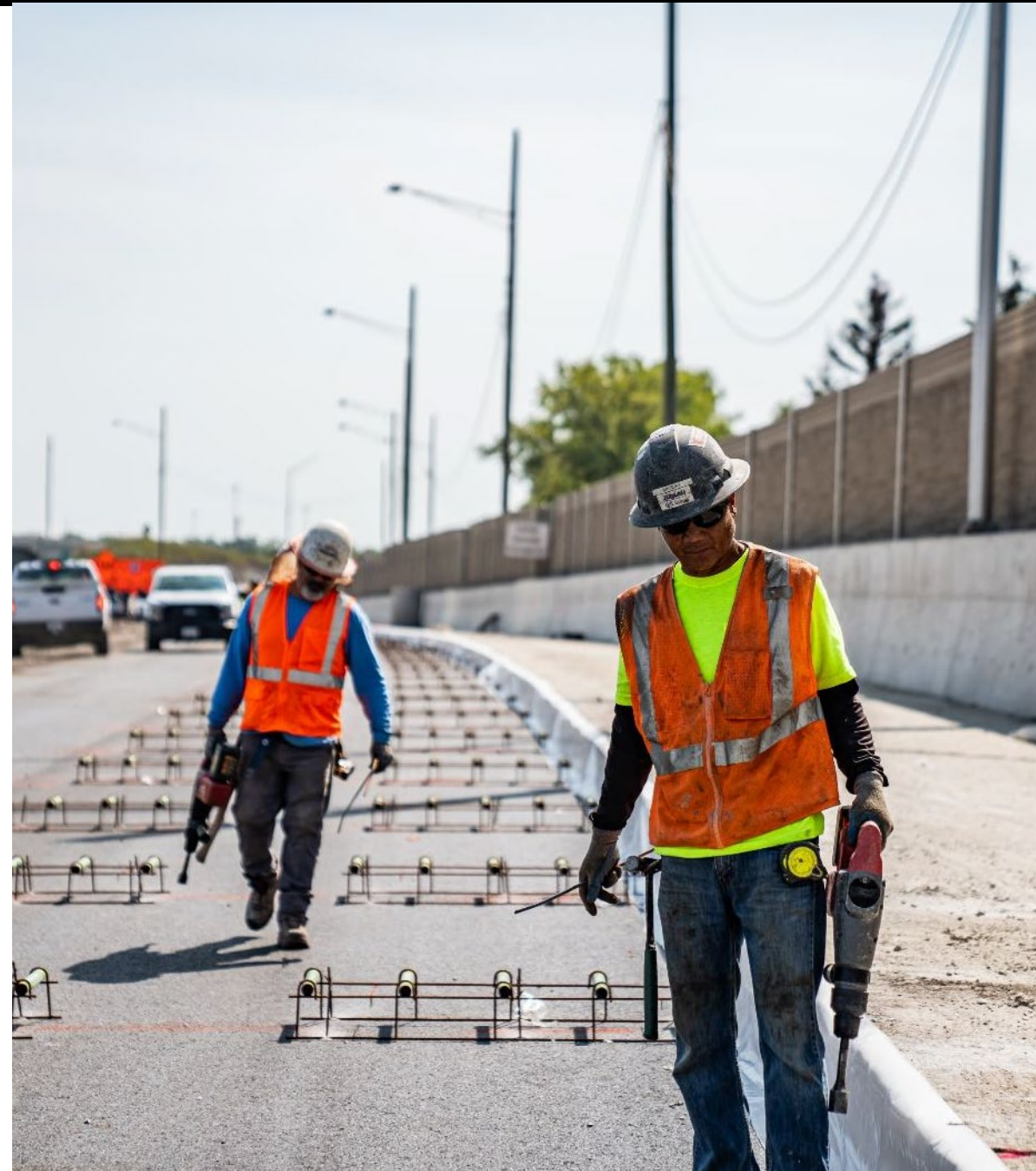
*Acting Chief of Diversity and Strategic Development*

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%
<b>DBE Subtotal</b>	<b>\$104.1M</b> 25.4%	<b>\$103.6M</b> 18.9%	<b>\$169.9M</b> 22.3%	<b>\$169.5M</b> 23.6%	<b>\$144.2M</b> 21.7%	<b>\$135.0M</b> 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%
<b>TOTAL</b>	<b>\$409.3M</b>	<b>\$547.1M</b>	<b>\$761.3M</b>	<b>\$717.3M</b>	<b>\$663.8M</b>	<b>\$664.6M</b>

\*\*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%
<b>DBE Subtotal</b>	<b>\$126.6M</b> 41.2%	<b>\$108.2M</b> 40.5%	<b>\$116.2M</b> 47.0%	<b>\$92.7M</b> 39.6%	<b>\$107.2M</b> 47.2%	<b>\$102.8M</b> 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%
<b>TOTAL</b>	<b>\$307.6M</b>	<b>\$267.3M</b>	<b>\$247.2M</b>	<b>\$234.1M</b>	<b>\$227.2M</b>	<b>\$227.2M</b>

\*\*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%
<b>BEP Subtotal</b>	<b>\$24.7M</b> 25.5%	<b>\$13.0M</b> 20.7%	<b>\$19.8M</b> 21.9%	<b>\$23.9M</b> 24.9%	<b>\$25.4M</b> 27.2%	<b>\$22.9M</b> 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%
<b>TOTAL</b>	<b>\$96.8M</b>	<b>\$63.0M</b>	<b>\$90.3M</b>	<b>\$95.7M</b>	<b>\$93.4M</b>	<b>\$102.4M</b>

\* = UNAUDITED

Totals may not add due to rounding

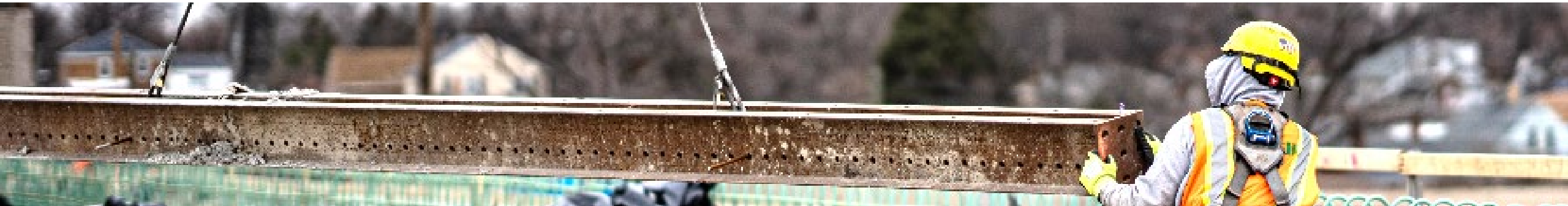
\*\* Other category includes Native American and Male (Caucasian)

# 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



A photograph of three women standing in a room. The woman on the left is wearing a black turtleneck and a dark denim jacket. The woman in the middle is wearing a black top with a graphic design. The woman on the right is wearing a dark jacket. Behind them is a white banner with the text 'PROFESSIONAL SERVICES AND CONSTRUCTION FIRMS' and 'Our programs prepare you to participate on Tollway projects'. The banner also features the logo for 'Inner-City EDUCATIONAL AGENCY, INC.' and a small image of people in a classroom. The background shows a wooden door and a wall with a light switch.

# PROGRAM UPDATES



# DBE PROGRAM UPDATES

## Small Business Initiative

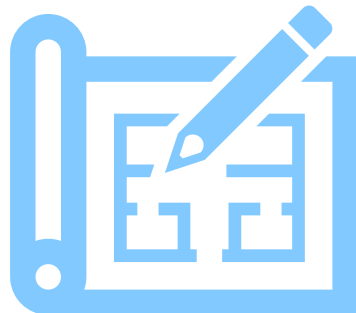
- **9** contracts awarded worth nearly **\$13 million**
- **1** first-time prime contractor: *Terrazas*
- **7** unique prime contractors for 2024 contracts
- More than **220** contractors enrolled in the Tollway Small Business Initiative



# 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