



MARCH 19, 2026

2025 YEAR IN REVIEW

Diversity & Inclusion Committee

Marlene Vick, *Chief of Diversity & Strategic Development*



AGENDA

- ▶ **Commitment to Diversity**
- ▶ **Participation**
- ▶ **Program Updates**
- ▶ **Meetings and Outreach**
- ▶ **2026 Priorities**

CONSTRUCTION AND PROFESSIONAL SERVICES

2020-2025 Spend

CONSTRUCTION SPEND

	2020	2021	2022	2023	2024	2025
African American	\$8.9M 1.6%	\$22.2M 2.9%	\$11.2M 1.6%	\$6.5M 1.0%	\$4.0M 0.6%	\$9.0M 1.3%
Hispanic	\$48.0M 8.8%	\$64.5M 8.5%	\$69.1M 9.6%	\$65.9M 9.9%	\$68.9M 10.4%	\$64.3M 9.5%
Women	\$39.1M 7.2%	\$72.5M 9.5%	\$81.5M 11.4%	\$62.3M 9.4%	\$56.5M 8.5%	\$51.0M 7.6%
Other**	\$7.5M 1.4%	\$10.7M 1.4%	\$7.7M 1.1%	\$9.5M 1.4%	\$5.6M 0.8%	\$4.1M 0.6%
DBE Subtotal	\$103.6M 18.9%	\$169.9M 22.3%	\$169.5M 23.6%	\$144.2M 21.7%	\$135.0M 20.3%	\$128.5M 19.0%
Non-DBE	\$433.4M 79.2%	\$578.2M 76.0%	\$538.9M 75.1%	\$505.0M 76.1%	\$506.6M 76.2%	\$526.1M 77.9%
Veteran	\$10.2M 1.9%	\$13.2M 1.7%	\$8.9M 1.3%	\$14.6M 2.2%	\$23.0M 3.5%	\$20.7M 3.1%
TOTAL	\$547.1M	\$761.3M	\$717.3M	\$663.8M	\$664.6M	\$675.3M

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

* = UNAUDITED Totals may not add due to rounding

PROFESSIONAL SERVICES SPEND

	2020	2021	2022	2023	2024	2025
African American	\$28.6M 10.7%	\$26.4M 10.7%	\$26.1M 11.2%	\$24.7M 10.9%	\$20.6M 9.1%	\$20.1M 8.7%
Hispanic	\$23.5M 8.8%	\$21.3M 8.6%	\$24.2M 10.3%	\$27.3M 12.0%	\$25.3M 11.2%	\$25.0M 10.8%
Women	\$16.0M 6.0%	\$20.5M 8.3%	\$16.7M 7.1%	\$18.8M 8.3%	\$17.6M 7.8%	\$18.8M 8.1%
Asian Indian/ Pacific	\$40.0M 15.0%	\$47.6M 19.2%	\$24.8M 10.6%	\$35.9M 15.8%	\$39.0M 17.2%	\$36.1M 15.5%
Other**	\$57.6K 0.02%	\$0.5M 0.2%	\$0.9M 0.4%	\$0.5M 0.2%	\$0.2M 0.1%	\$0.05M 0.02%
DBE Subtotal	\$108.2M 40.5%	\$116.2M 47.0%	\$92.7M 39.6%	\$107.2M 47.2%	\$102.8M 45.2%	\$100.1M 43.0%
Non-DBE	\$152.2M 56.9%	\$120.8M 48.9%	\$132.8M 56.7%	\$110.0M 48.9%	\$115.1M 50.7%	\$121.0M 51.9%
Veteran	\$6.9M 2.6%	\$10.2M 4.1%	\$8.6M 3.7%	\$9.0M 4.0%	\$9.4M 4.1%	\$11.8M 5.1%
TOTAL	\$267.3M	\$247.2M	\$234.1M	\$227.2M	\$227.2M	\$232.9M

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

BEP PARTICIPATION

2020-2025 BEP Spend

GOODS AND SERVICES SPEND						
	2020	2021	2022	2023	2024	2025
African American	\$1.0M 1.7%	\$1.1M 1.2%	\$2.9M 3.0%	\$2.2M 2.4%	\$2.5M 2.4%	\$1.7M 1.3%
Hispanic	\$3.7M 5.9%	\$4.6M 5.1%	\$4.4M 4.6%	\$4.6M 5.0%	\$2.2M 2.1%	\$1.5M 1.2%
Women	\$2.1M 3.3%	\$5.3M 5.8%	\$5.6M 5.8%	\$8.2M 8.8%	\$9.4M 9.1%	\$9.5M 7.2%
Asian Indian/Pacific	\$6.2M 9.8%	\$8.8M 9.8%	\$10.9M 11.4%	\$10.3M 11.0%	\$8.8M 8.6%	\$7.2M 5.5%
Other**	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%	\$0.03 0.03%	\$0.00 0.00%	\$0.0M 0.02%
BEP Subtotal	\$13.0M 20.7%	\$19.8M 21.9%	\$23.9M 24.9%	\$25.4M 27.2%	\$22.9M 22.3%	\$20.0M 15.1%
Non-BEP	\$49.8M 79.1%	\$69.0M 76.3%	\$70.8M 73.9%	\$67.1M 71.2%	\$78.5M 76.7%	\$110.9M 83.9%
Veteran	\$0.2M 0.2%	\$1.6M 1.8%	\$1.1M 1.1%	\$0.9M 0.9%	\$1.0M 0.9%	\$1.3M 1.0%
TOTAL	\$63.0M	\$90.3M	\$95.7M	\$93.4M	\$102.4M	\$132.2M

* = UNAUDITED Totals may not add due to rounding

OVERALL PARTICIPATION

January-December 2025



More than **\$282 million** paid to **small and diverse firms** in **construction, professional services** and **goods and services**

- Represents more than **27 percent** of all dollars paid



2025 was the **fifth consecutive year** of at least **\$280 million** paid to DBE/Vet/VOSB firms



Biggest gains were made by: Need the

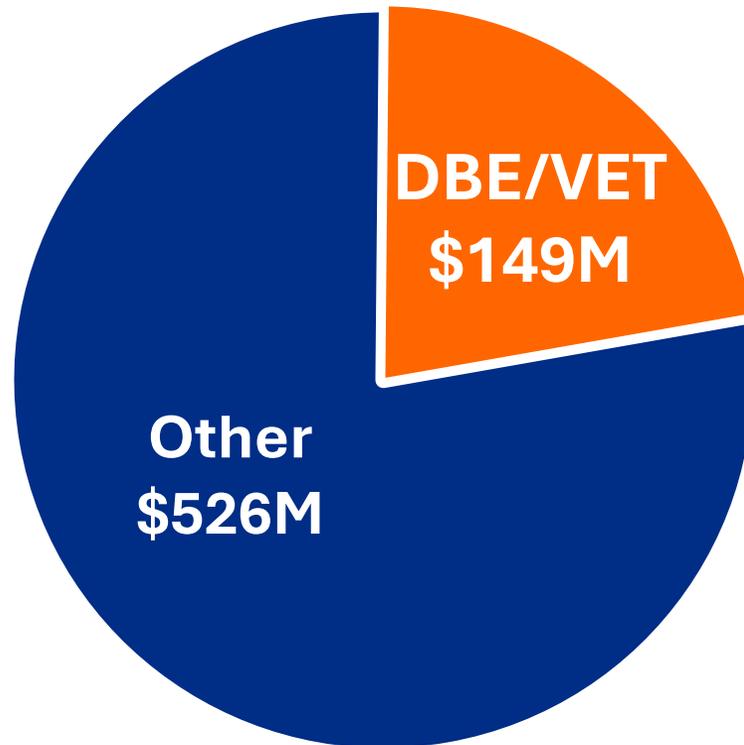
- **African Americans** construction spend highest since 2022
- Highest ever **veteran participation** in professional services



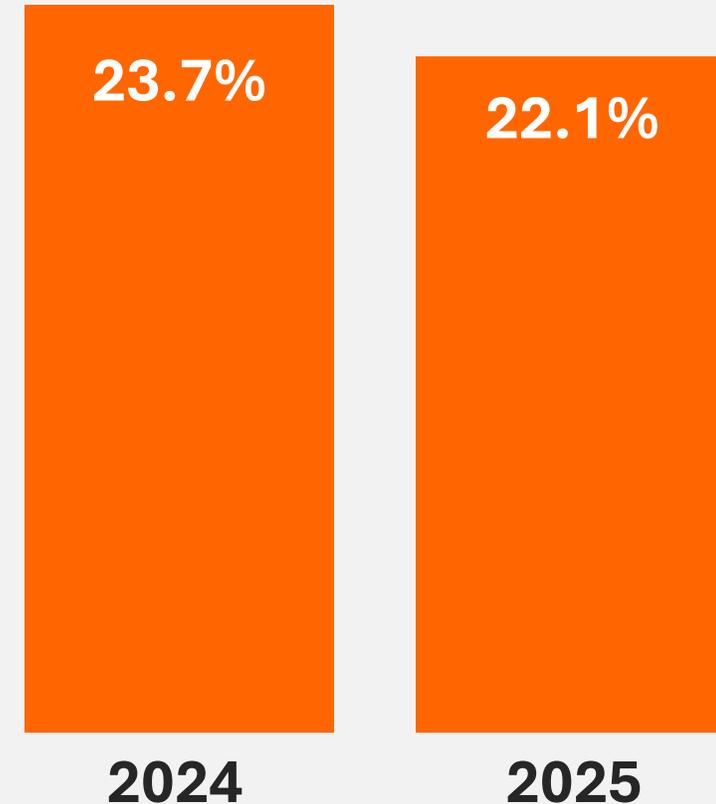
CONSTRUCTION SPEND

2025 DBE/VET SPEND

The Tollway paid more than **\$675 million** to firms for construction



DIVERSE FIRMS PARTICIPATION

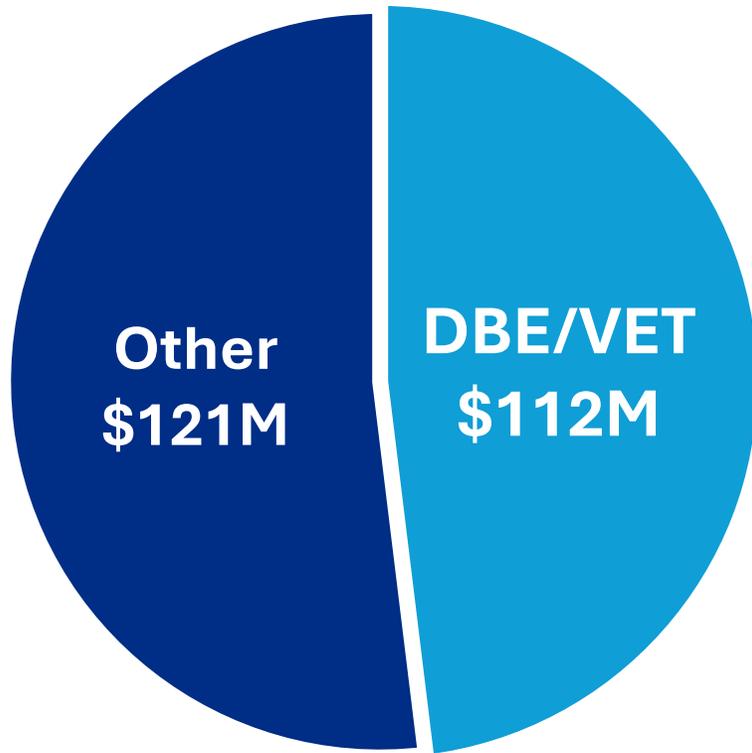




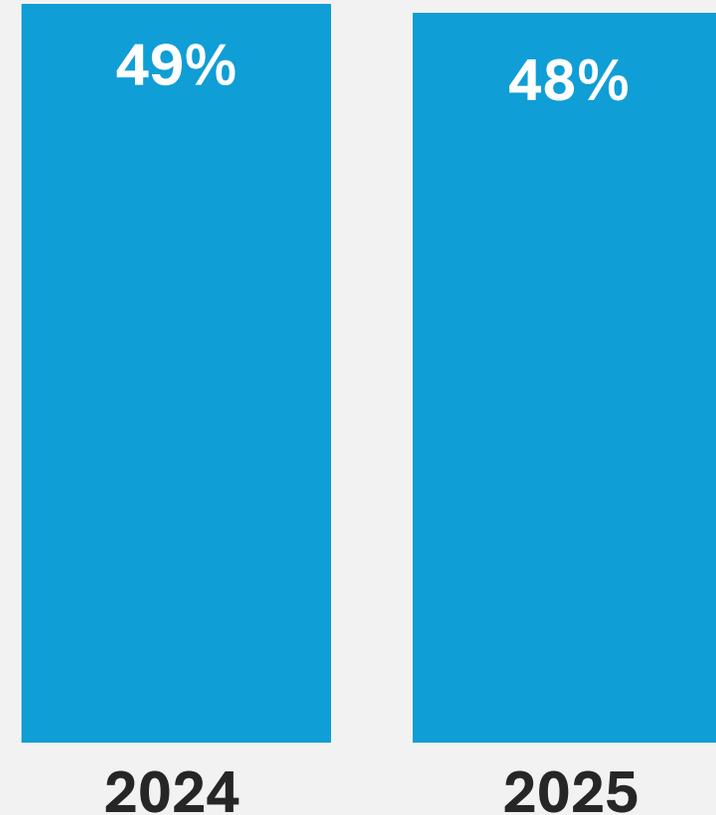
PROFESSIONAL SERVICES SPEND

2025 DBE/VET SPEND

The Tollway paid a total of **\$233 million** in 2025 to professional services firms



DIVERSE FIRMS PARTICIPATION

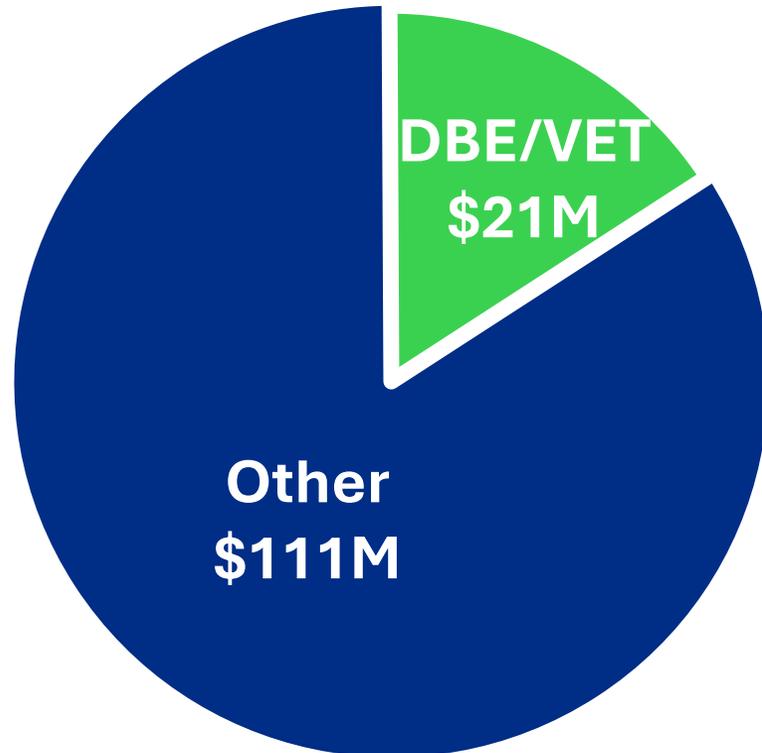




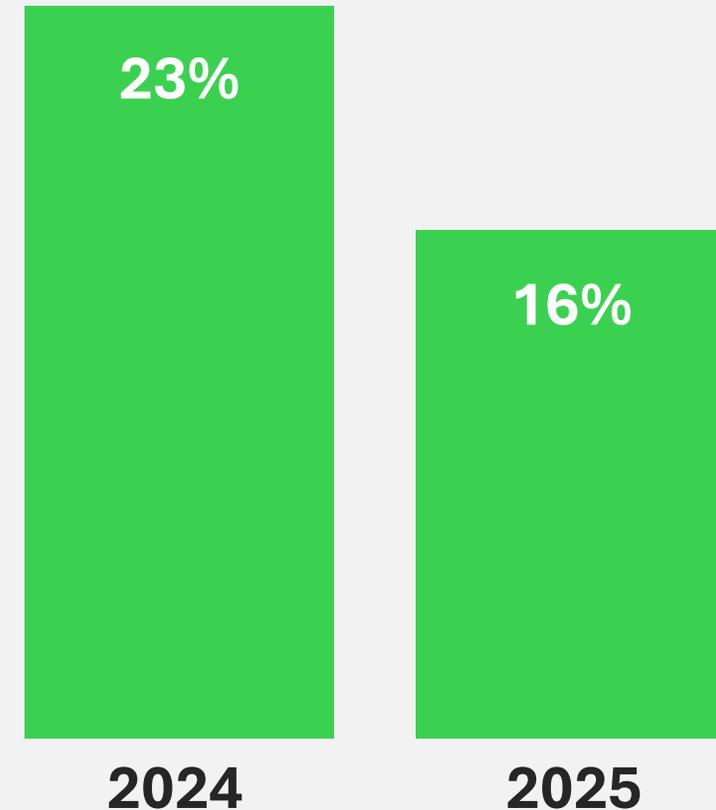
GOODS AND SERVICES SPEND

2025 DBE/VET SPEND

The Tollway paid more than **\$132 million** for goods and services work



DIVERSE FIRMS PARTICIPATION



DBE PROGRAM **UPDATES**



SMALL BUSINESS INITIATIVE

POWERED BY THE ILLINOIS TOLLWAY

Small Business Initiative

- ▶ **Four** contracts awarded worth nearly **\$8 million**
- ▶ **Eight** unique firms submitted bids
 - Averaged four bids per awarded contract
- ▶ More than **200** contractors remain enrolled in the Tollway Small Business Initiative
- ▶ Since inception, **71 contracts** awarded worth more than **\$105 million**



DBE PROGRAM **UPDATES**



PARTNERING for GROWTH

POWERED BY THE ILLINOIS TOLLWAY



PARTNERING FOR GROWTH **Professional Services**

PARTNERING FOR GROWTH *Construction*

- ▶ **23** new agreements executed
- ▶ **Three** protégé firms won their first Tollway prime contract
 - OSEH
 - Lakeshore Engineering
 - American Veteran Industries
- ▶ Since inception, **265** executed agreements and nearly **60** firms have gone from protégé to prime



DBE PROGRAM **UPDATES**



PARTNERING for GROWTH

POWERED BY THE ILLINOIS TOLLWAY



PARTNERING FOR GROWTH **Construction**

PARTNERING FOR GROWTH *Professional Services*

- ▶ **Two** new agreements executed
- ▶ **12** existing agreements extended
- ▶ More than **\$1.8 million** in bid credits accrued by participants
- ▶ **37** total agreements executed since inception (2018)
- ▶ **Six** firms have gone from protégé to winning Tollway prime construction contract



DBE PROGRAM **UPDATES**



TECHNICAL ASSISTANCE

POWERED BY THE ILLINOIS TOLLWAY

Technical Assistance

- ▶ More than **80** bids submitted on Tollway work by Technical Assistance clients
- ▶ More than **190** new certifications obtained
- ▶ More than **470** clients serviced
- ▶ More than **\$24.1 million** in contracts awarded to clients



DBE PROGRAM **UPDATES**



ConstructionWorks

POWERED BY THE ILLINOIS TOLLWAY

ConstructionWorks/ Bid Credit Program

- ▶ Nearly **180** hires
- ▶ More than **40** hires on Tollway contracts
- ▶ More than **\$631,000** in bid credits accrued by contractors hiring ConstructionWorks participants
- ▶ Since inception, nearly **730** ConstructionWorks participants hired by contractors



BUILDING FOR SUCCESS WEBINAR SERIES

14 webinars, more than 800 attendees

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 180 events

- ▶ Webinars
- ▶ Asphalt paving training
- ▶ Diversity Advisory Council meetings
- ▶ Contracting with Government events
- ▶ Stakeholder events (panel discussions, networking)

Held nearly 330 ConstructionWorks recruiting events



Sent nearly **100 email blasts**
regarding Tollway
opportunities

Agency meetings to discuss Tollway DBE programs

- ▶ Metropolitan Water Reclamation District of Greater Chicago
- ▶ Southeast Pennsylvania Public Transportation Authority
- ▶ Philadelphia Mayor's Office

2026 PRIORITIES

GOALS

- ▶ Expand collaboration with other agencies
- ▶ Implement electronic data capture for Diversity programs
- ▶ Implement collaborative initiatives within workforce programs
- ▶ Expand the Small Business Initiative
- ▶ Strengthen and evaluate Partnering for Growth
- ▶ Explore and assess programs aimed at assisting small businesses

Continued Commitment to Increased Participation



THANK YOU

