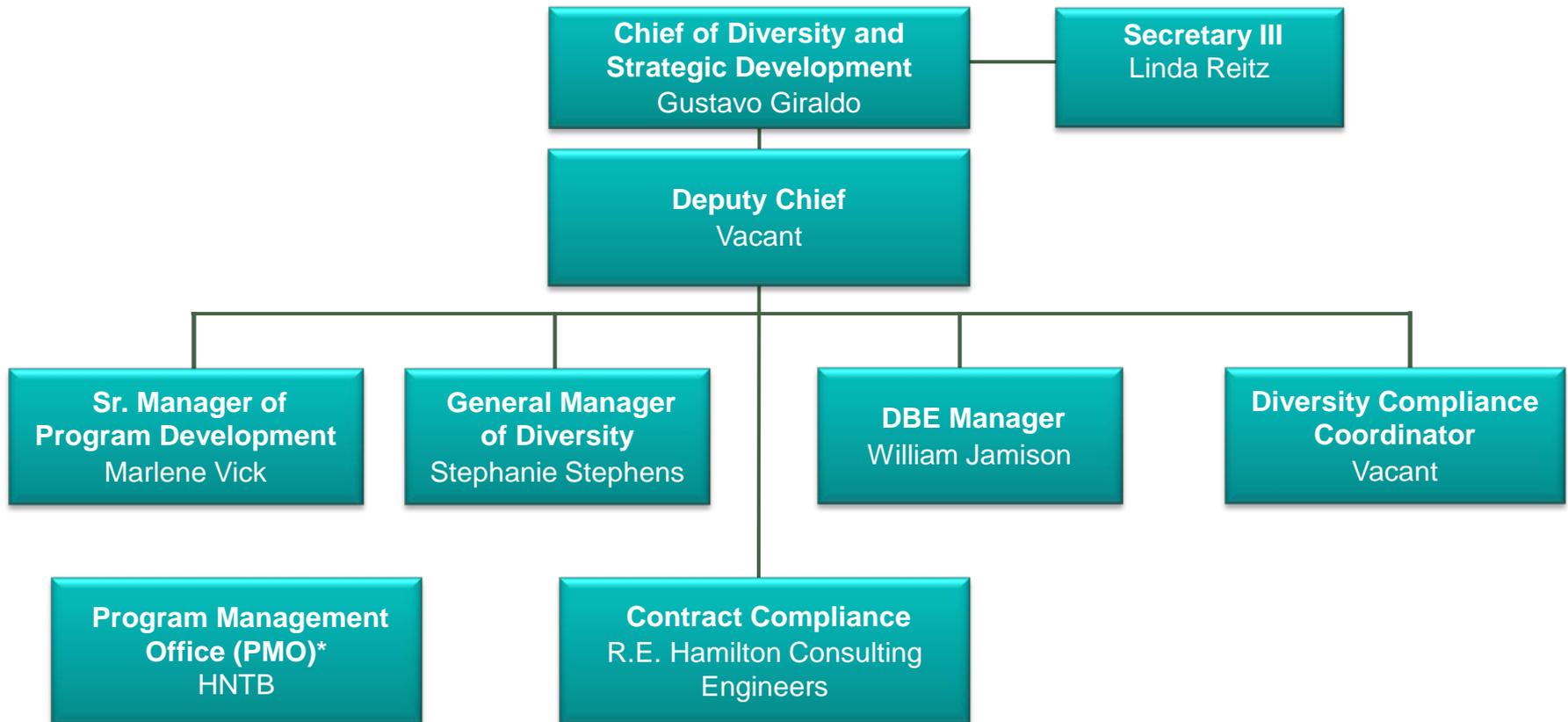




**Department of Diversity and
Strategic Development Overview**

Diversity and Strategic Development Department



**Note: The PMO provides analytical and document preparation support.*



Key Departmental Functions/Roles

■ Disadvantaged Business Enterprise (DBE) program

- Setting DBE goals on construction and professional services contracts
- Evaluating DBE plans
- Contract compliance
 - Monitoring DBE and EEO goals on each project
- Conducting DBE and EEO contract closeout
- Mentor/Protégé program for professional services
 - Encourages professional service consultants (mentors) to assist D/M/WBEs in remaining self-sufficient, competitive and profitable businesses by providing meaningful instruction and beneficial resources

■ Small Business Initiative

- Coordinating with Engineering to identify Small Business Set-Aside contracts



Key Departmental Functions/Roles

■ Veteran program

- Setting Veteran goals on construction, professional services and goods and services contracts

■ Business Enterprise Program (BEP)

- Setting BEP goals on goods and services contracts
- Evaluating BEP plans

■ Workforce Diversity

- Earned Credit Program (ECP)- allows contractors and subcontractors to earn bid credits toward future Tollway construction bids when they hire from a pool of qualified, pre-screened job candidates
- Construction Apprenticeship Readiness Training, Referral and Intermodal Placement Program (TCART)- partnership with Illinois Department of Transportation for increased participation of minorities, disadvantaged persons and females in the highway construction industry



Other Processes/Functions

■ Technical Assistance

- ❑ Construction Business Development Center (CBDC)
 - Partnership with the Illinois Community College Board
 - Provides small, minority- and women-owned construction businesses with the customized training and technical assistance needed to bid Tollway contracts
- ❑ Construction Coaching for Growth program (CC4G)
 - Partnership with the Illinois Department of Commerce and Economic Opportunity and the Illinois Hispanic Chamber of Commerce
 - Provides structured, three-month course-based training programs to firms specializing in heavy highway construction
- ❑ Small Contractor Bridge Program
 - Partnership with the Illinois Finance Authority and Chicago Community Loan Fund
 - Provides access to bonding and capital loans to small contractors

■ Outreach

- ❑ Networking events and outreach sessions to proactively raise awareness of available programs and upcoming opportunities



New Programs/Initiatives/Goals/Upcoming Projects

■ Technical Assistance RFP

- Providing in-depth, long-term technical assistance to small, diverse and veteran contractors

■ Optional Contract Requirements

- Identifying ways of addressing prequalification requirements that are potential barriers for small and diverse firms competing as primes on Tollway contracts

■ “Sunshine” Initiative

- Requiring prime bidders to submit records regarding which subcontractors were contacted for bids and which subcontractors provided estimates to those prime bidders for Tollway contracts



New Programs/Initiatives/Goals/Upcoming Projects

■ DBE Incentive Credit Program (ICP)

- ❑ Incentivizing greater diversity on Tollway DBE plans
- ❑ Allowing the “banking” of DBE credits for primes that include the participation of three or more D/M/WBE categories on their DBE utilization plan

■ New Mentor Protégé Program for Construction

- ❑ Developing a new Mentor/Protégé program for construction that allows firms to obtain new skills, expand capacity and maximize potential

■ New Mentor Protégé Program for Veteran Professional Services Firms

- ❑ Building upon existing Mentor/Protégé program for professional services to include veteran-owned firms in order to assist veteran-owned businesses to remain self-sufficient, competitive and profitable businesses





THANK YOU