



Record of Meeting | February 18, 2016

The Illinois State Toll Highway Authority (the "Tollway") held the Diversity and Inclusion Committee Meeting on Thursday, February 18, 2016 in the Boardroom of Tollway Headquarters in Downers Grove, Illinois. The Meeting was held pursuant to By-Laws of the Tollway upon call and notice of the Meeting executed by Chairman Robert Schillerstrom and posted in accordance with the requirements of the Illinois *Open Meetings Act*. The Meeting was open to the public.

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

Call to Order / Roll Call

Committee Chair Corey Brooks called the Meeting to order at approximately 10:44 a.m., stating that this is the regularly scheduled meeting of the Diversity & Inclusion Committee of the Tollway Board of Directors. He invited attendees to rise and join in the Pledge of Allegiance. He then asked the Board Secretary to call the roll, those Directors present and absent being as follows:

Committee Members Present:
Committee Chair Corey Brooks
Director David Gonzalez
Director Joseph Gomez

Committee Members Not Present:
Director James Sweeney
Director Earl Dotson, Jr.

The Board Secretary declared a quorum present.

Public Comment

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

Committee Chair's Items

Item 1: Approval of Minutes of the Regular Diversity & Inclusion Committee Meeting held January 20, 2016.

Committee Chair Brooks called for a motion to approve **Chair's Item 1**, the Minutes of the regular Diversity & Inclusion Committee meeting held on January 20, 2016, as presented. Director Gomez made a motion for approval; seconded by Committee Chair Brooks. Committee Chair



Brooks asked if there are any questions, concerns or requests for amendment. Hearing nothing, Committee Chair Brooks then called for a vote. The motion PASSED by unanimous vote; Director Gonzalez having abstained.

Having no further items, Committee Chair Brooks called on Greg Bedalov, Executive Director.

Executive Director's Items

Career Opportunities Expo: Executive Director Bedalov reported that the Tollway, with the assistance of Committee Chair Brooks, will be hosting a Career Opportunities Expo on February 26 at the New Beginnings Church. He highlighted that the event emphasizes the Tollway's commitment to workforce diversity, as well as diversity on Tollway contracts delivering infrastructure improvements, goods and services to the agency. He then introduced Lisa Williams, Equal Opportunity/Affirmative Action Officer, to provide an update for the Committee on details of the event. [See attached presentation.](#)

Diversity Reports: After highlighting the progress and benefit to the agency of the ongoing work of the Diversity Advisory Council ("DAC"), Executive Director Bedalov introduced Gustavo Giraldo, Chief of Diversity and Strategic Development, to provide an overview of some of the initial recommendations holding a prominent focus in the DAC's discussions. [See attached presentation.](#)

Director Gonzalez inquired about the region to be served by the technical assistance program being implemented in partnership with the Illinois Black Chamber of Commerce. Mr. Giraldo responded that the new programs being implemented in partnership with the Illinois Black Chamber of Commerce and the Hispanic American Construction Industry Association will provide coverage in Zones 2 and 3, respectively. He clarified that Zone 2 encompasses Lake County and Zone 3 encompasses Kane County and its surrounding communities.

Committee Chair Brooks thanked Mr. Giraldo and advised committee members that May continues to be the target date for finalizing the Committee's recommendations to the full Board for enhancements to the Tollway's disadvantaged business enterprise ("DBE") program and for other initiatives that can encourage greater minority participation on Tollway work.

Adjournment



Diversity & Inclusion Committee Meeting

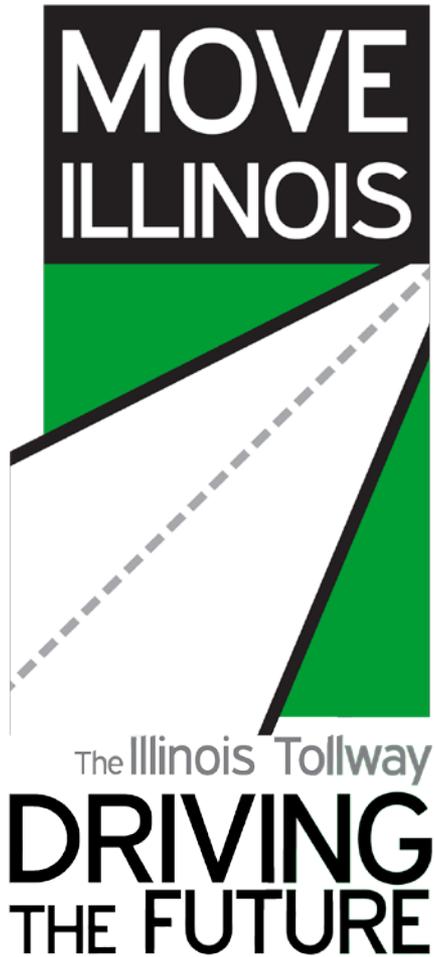
There being no further business before the Committee, Committee Chair Brooks requested a motion to adjourn. Motion to adjourn was made by Director Gomez; seconded by Director Gonzalez. Committee Chair Brooks called for a vote. The motion PASSED unanimously.

The Meeting was adjourned at approximately 11:04 a.m.

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

Minutes taken by: _____

Christi Regnery
Board Secretary
Illinois State Toll Highway Authority



Diversity and Inclusion Committee

February 18, 2016

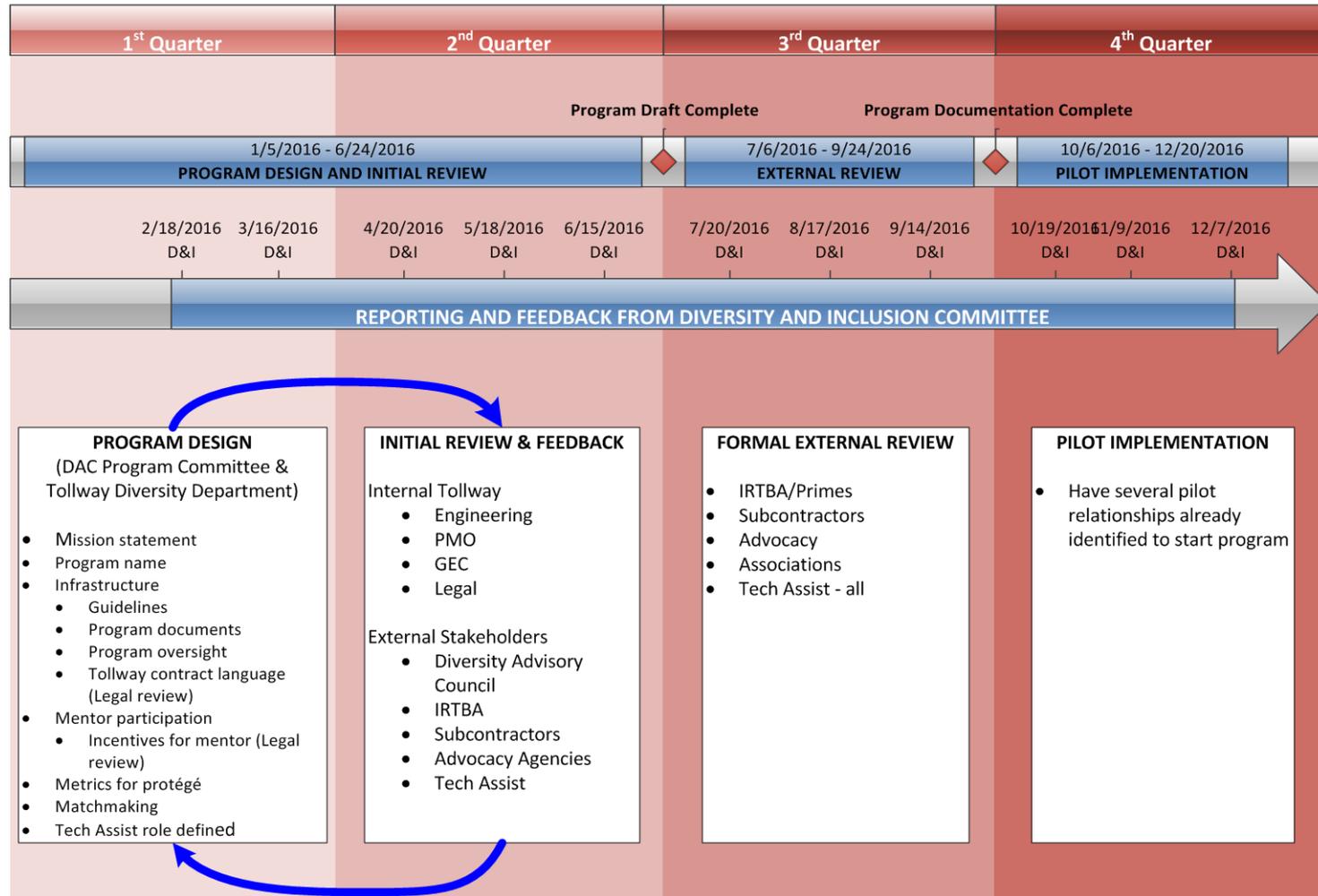
Diversity Advisory Council (DAC)

- ▶ **Council meeting held on February 3**
- ▶ **Key issues discussed:**
 - ▶ Timeline for delivering recommendations to the Diversity and Inclusion Committee
 - ▶ Subcommittee key issues and initial recommendations
 - ▶ Tollway Disparity Study
 - ▶ Unbundling Tollway contracts
 - ▶ Mentor/Protégé Program for construction

Diversity Advisory Council

- ▶ **Initial recommendations discussed**
 - ▶ Mentor/Protégé Program for construction
 - ▶ Re-name/re-brand the program
 - ▶ Engage Illinois Road and Transportation Builders Association (IRTBA) members in program development
 - ▶ Host construction contracting networking event in next 60 days
 - ▶ Commit to continued unbundling of contracts
 - ▶ Focus on increasing opportunities for veteran-owned firms
 - ▶ Explore ability to advertise “sheltered market” contracts for specific ethnic groups and/or waiver of unified goals
 - ▶ Establish technical assistance programs for goods and services firms

Mentor/Protégé for Construction - Timeline



Good Faith Efforts Training

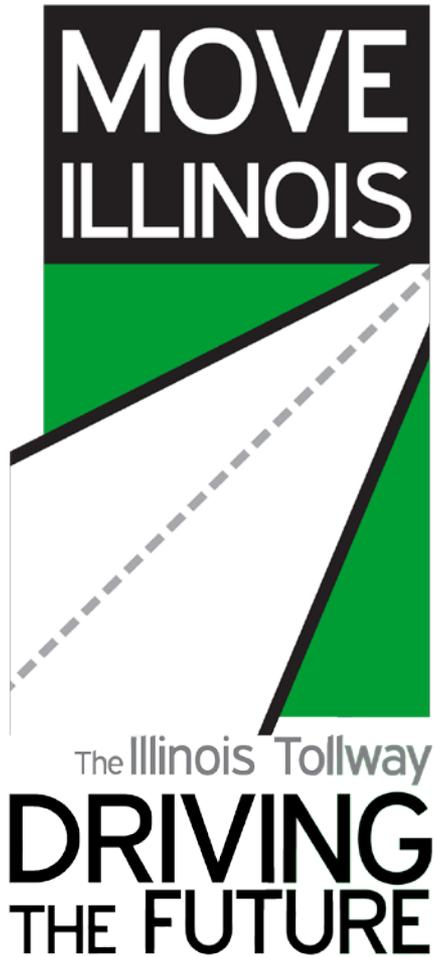
- ▶ **Tollway's Diversity Department to engage the contracting community in additional training and discussion**
 - ▶ Aligns with Disparity Study recommendation for increased training for prime contractors
 - ▶ Fulfills request from IRTBA
 - ▶ Tentatively scheduled for April 2016

Small Business Goals

- ▶ **Small Business Program – goals for registered small businesses on construction contracts**
 - ▶ Separate from Small Business Set-Aside projects
 - ▶ Aligns with Disparity Study recommendation for control contracts without DBE goals
 - ▶ Actions
 - Special provisions – under review
 - Sample goal setting – February 2016
 - Internal review – February 2016
 - SPO review – March 2016
 - Project out to bid in 2016 – project selection in process

Technical Assistance Programs

- ▶ **Two new Tollway-supported technical assistance program contracts executed in February**
 - ▶ Illinois Black Chamber of Commerce (ILBCC)
 - ▶ Hispanic American Construction Industry Association (HACIA)
 - ▶ Expected to be fully operational by end of first quarter
- ▶ **Extension of existing technical assistance agreements through December 2017**
- ▶ **Advertising new RFP for construction technical assistance programs in first quarter of 2016**



THANK YOU

A stylized graphic of a road network with various colored nodes (orange, purple, blue, green, red, pink, yellow) and dashed lines representing roads. The graphic is positioned on the right side of the page and extends across the top and bottom.

CAREER OPPORTUNITIES EXPO: MAKING A CONNECTION

FEBRUARY 26, 2016

CAREER OPPORTUNITIES EXPO: MAKING A CONNECTION

CURRENT PARTICIPATION

54 Exhibitors

- Industry leaders
- State agencies
- Trades
- City Colleges
- Job seeker services
- Training partners
- Community organizations

550+ Registrants



WORKSHOPS

- Resume Writing
- Interviewing Skills
- IllinoisJobLink
- Getting Into the Trades
- Women in the Trades
- Apprenticeships for Job Seekers
- Tollway and State Employment Opportunities



PROMOTIONAL OUTREACH

- Community calendars
- Targeted I-PASS customer email
- Emails to prior event attendees
- Illinois Department of Employment Security email
- Tollway Job Alert email
- Other state agency emails
- News release
- Social media
- Tollway website
- Radio PSA
- TV PSA
- Local media pitch
- Posters in community businesses
- Grassroots outreach - "pluggers"



CAREER OPPORTUNITIES EXPO: MAKING A CONNECTION

THANK YOU