



Record of Meeting | April 20, 2016

The Illinois State Toll Highway Authority (the “Tollway”) held the Diversity & Inclusion Committee Meeting on Wednesday, April 20, 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 J. 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 10:37 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 Earl Dotson, Jr.
Director Joseph Gomez
Director David Gonzalez
Director James Sweeney

Committee Members Not Present:
None

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 February 18, 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 February 18, 2016, as presented. Director Dotson made a motion for approval; seconded by Director Gomez. Committee Chair Brooks asked if there are any questions, concerns or requests for amendment. Hearing nothing, Committee Chair Brooks called for a vote. The motion PASSED unanimously.

Committee Chair Brooks then raised for Committee discussion methods to enhance opportunities for minority participation on Tollway projects, including potentially establishing additional workforce training and apprenticeship programs to help minorities, women and disadvantaged workers gain marketable skills and jobs in transportation and highway construction trades. In this regard, Gustavo Giraldo, Chief of Diversity and Strategic Development, updated the Committee on several recommendations for workforce development that are currently being discussed by the Tollway's Diversity Advisory Council ("DAC"), including a potential Tollway solicitation to procure services of expert workforce development practitioners. He advised that all of the DAC subcommittees' recommendations are to be fully developed for Committee review and consideration in May.

Director Gomez suggested, and staff concurred, that industry contractors and labor unions will be important partners in the creation and implementation of any Tollway workforce development initiative.

Director Sweeney noted that the Transportation Construction Apprenticeship Readiness Training Program ("TCART"), offered under a partnership between the Illinois Department of Transportation ("IDOT") and the Chicago Urban League, has provided job-skills training for disadvantaged youth through Local 150 Operating Engineers and the Chicagoland Laborers, and could potentially serve as a model or foundation for a Tollway workforce development program. He highlighted the benefit to underprivileged and underemployed individuals of the TCART training program and the employment opportunities (as laborers, field technicians and apprentices) which have been afforded its graduates, 90 percent of whom are African-American. He suggested that to further expand these employment opportunities, the agency may consider incentivizing or mandating a certain level of apprenticeships on Tollway job sites. Directors Sweeney and Gomez then suggested that with summer coming and the continuing issue of youth underemployment in Illinois, some urgency should be applied to developing an initiative, perhaps best and most quickly accomplished by partnering with or modeling an existing program. Mike Stone, Chief of Staff, noted that the Tollway has joined the partnership which offers the TCART program. Mr. Giraldo advised that TCART, after having progressed through some early program implementation difficulties, has recently been impacted by state budget issues and has been inactive for several months.



Directors and staff then discussed the potential form a Tollway workforce development initiative might take and how best agency resources could be allocated in this regard. Upon conclusion of the discussion, **the Committee expressed consensus that, in addition to the forthcoming DAC recommendations on workforce development, staff should explore, develop and present to the Committee further specific options, resources, and programs on which a Tollway workforce development initiative might be modeled.**

Executive Director's Items

Diversity Reports: Chief of Staff Mike Stone introduced Mr. Giraldo and Lisa Williams, Equal Opportunity/Affirmative Action Officer, to update the Committee on the quarterly diversity statistics, ongoing work of the Diversity Advisory Council, as well as current and proposed diversity initiatives. [See attached presentation.](#)

Director Dotson asked about performance of Tollway construction contracts in meeting Equal Employment Opportunity (EEO) goals. Mr. Giraldo responded that since January 2011, more than 40 percent of all construction hours worked in the field on Tollway construction contracts were by African Americans, Hispanics or other ethnic groups, exceeding the 19.6 percent EEO minority goal established for the Tollway's geographical area.

Director Dotson, observing the relatively lower percentage of participation in construction hours by African Americans, asked whether participation goals have been established for specific ethnic groups. Mr. Giraldo responded that the Tollway does not have employment goals by type of minority. Mr. Stone highlighted that the trend of African-American participation on Tollway contracts is positive, and that the agency will continue to work to break down barriers and provide more opportunities for inclusion.

Director Gonzalez, referencing the DBE Participation Update slide, suggested it would provide added insight to the Committee for staff to report the distribution of contract payments to each type of disadvantaged, minority- and women-owned business enterprise ("D/M/WBE") as a percentage of overall contract payments, in addition to the distribution as a percentage of the total D/M/WBE payments (which is currently reported). **Mr. Giraldo confirmed that this information will be provided for the Committee in the future.**

Director Sweeney requested confirmation that although participation goals may not be established for specific ethnic groups, the Tollway may target outreach to underrepresented communities. Mr. Giraldo, clarifying that Tollway diversity initiatives are nondiscriminatory and open to all eligible participants, confirmed that targeting outreach to underrepresented communities is a key



Diversity & Inclusion Committee Meeting

component of agency strategies to address the disparity in participation on Tollway construction contracts. Director Sweeney suggested that further disseminating specifics on the current disparity of participation may help spur Tollway vendors to address at their level.

Director Gomez complimented Mr. Giraldo and staff for their efforts and success to-date with the relatively newly implemented veterans' initiatives. He then expressed his interest in being introduced to the members of the DAC and potentially attending a DAC meeting. Mr. Giraldo, noting that a DAC member is in attendance, introduced and welcomed Diana Hennington, Executive Director of the National Organization of Minority Engineers. **Mr. Giraldo then confirmed that staff will facilitate further introductions and ensure that Committee members receive invitations to all future DAC meetings.**

Director Gonzalez commented positively on the Tollway's diversity efforts and successes during his tenure as a Tollway Board member. He additionally complimented the Governor's public support for enhancing minority participation in Illinois. Ms. Williams highlighted that the Tollway is engaged as a partner with the Illinois Department of Human Rights in the Illinois Scorecard on Discrimination, a wide-ranging study initiated by Governor Rauner of statewide discrimination patterns and barriers to success.

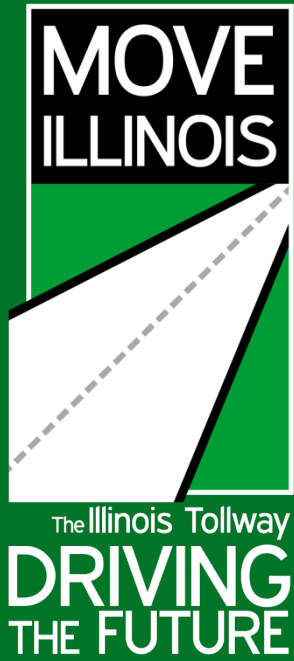
Committee Chair Brooks thanked staff for their efforts and participation. He then advised members that the Committee will be reviewing at its May meeting final recommendations to the full Board for enhancements to the Tollway's disadvantaged business enterprise ("DBE") program and for other initiatives that can encourage greater minority participation on Tollway work.

Adjournment

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 Dotson. Committee Chair Brooks called for a vote. The motion PASSED unanimously.

The Meeting was adjourned at approximately 11:28 a.m.

Minutes taken by: _____
Christi Regnery
Board Secretary
Illinois State Toll Highway Authority



Diversity and Inclusion Committee Meeting

Gustavo Giraldo, Chief of the Department of
Diversity and Strategic Development
April 20, 2016

Today's Agenda

**Advancing the Development of Minority
Entrepreneurship Program (ADME)**

Diversity Advisory Council Meeting Update

New Veterans Initiatives

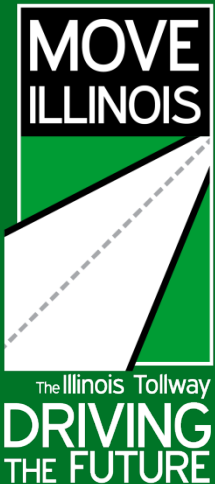
Tollway Quarterly Diversity Statistics

Mentor/Protégé Program for Construction Update

Construction Contract Checklist

Construction Resource Fair

Internal Diversity Update



Advancing the Development of Minority Entrepreneurship Program (ADME)

Advancing the Development of Minority Entrepreneurship Program (ADME)

Launched January 2016 by Governor Bruce Rauner

Program oversight by Illinois Department of Commerce

Goal is to improve the economic climate for minority- and women-owned businesses



Focus on minority communities in Chicago, Peoria and Rockford in first year

For more information, contact ADME@illinois.gov



Diversity Advisory Council Meeting Update

Diversity Advisory Council Meeting

Meeting held on April 6, 2016

DAC members reviewed recommendations to be submitted to the Board for consideration

Other meeting topics included:

ADME Program

Unbundling overview

Technical assistance programs update

Proposed initiatives to assist veterans

Next meeting on June 1, 2016



New Veterans Initiatives

Proposed Veterans Initiatives

Partner with federal, state and local agencies to host outreach events targeted to veteran-owned firms

- Provide assistance on how to register with the state, available technical assistance programs and upcoming bid opportunities
- Offer workforce development assistance for individual veterans

Review veteran goals on construction and professional services contracts

- Veteran commitments have exceeded Tollway goals by 32 percent

Pursue Veteran Set-Aside Program for construction

- Contracts would be race and gender neutral

Establish workforce credit for hiring veterans

- Firms hiring and retaining non-Workforce Innovation and Opportunity Act eligible veterans would earn credits for future bids similar to ECP credits



Tollway Quarterly Diversity Statistics

Diversity Participation Update- DBE

From January 1, 2011 – March 31, 2016, the Illinois Tollway paid \$3.5 billion on construction and professional services contracts

- Of \$2.6 billion paid on construction contracts, \$481.6 million (18.5 percent) went to D/M/WBE businesses
- Of \$913.0 million paid on professional services, \$314.6 million (34.5 percent) went to D/M/WBE businesses
- Overall D/M/WBE businesses were paid \$796.3 million, or 22.7 percent



Diversity Participation Update- DBE

D/M/WBE payments (in millions)

January 1, 2011, through March 31, 2016

	Construction Contract Payments (millions)	Professional Services Contract Payments (millions)	Total D/M/WBE Payments by Group (millions)	Distribution of Total D/M/WBE Contract Payments
African American- Owned	\$36.0	\$53.2	\$89.2	11.2%
Asian Indian-Owned	\$14.8	\$73.6	\$88.4	11.1%
Asian Pacific-Owned	\$3.7	\$48.6	\$52.4	6.6%
Hispanic-Owned	\$291.4	\$78.2	\$369.6	46.4%
Native American-Owned	\$2.1	\$0.0	\$2.1	0.27%
Women-Owned (Caucasian)	\$133.6	\$61.0	\$194.6	24.4%
Total	\$481.6	\$314.6	\$796.3	

Totals may not add due to rounding



Equal Employment Opportunity Update Construction Contracts

EEO hours for construction contracts
January 1, 2011, through March 31, 2016

Distribution of Hours Reported by Ethnicity

	Hours Reported	Percent
African American	372,786	4.7%
American Indian/ Alaska Native	60,581	0.8%
Asian/Pacific Islander	56,877	0.7%
Caucasian	4,548,070	59.2%
Hispanic/Latino	2,643,386	34.5%
Total	7,681,699	100%

Distribution of Hours Reported by Gender

	Hours Reported	Percent
Female	434,406	5.7%
Male	7,247,293	94.3%
Total	7,681,699	100%

Totals may not add due to rounding.



Mentor/Protégé for Construction Update

Mentor/Protégé for Construction Update

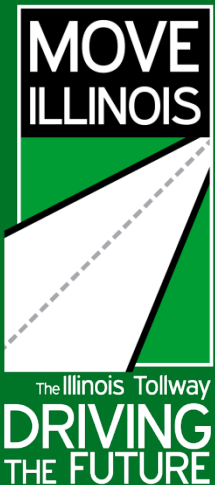
Tollway finalizing parameters for M/P program

- Matchmaking component so mentors and protégés get to know one another before entering into agreement
- Protégés would come from Tollway technical assistance programs
- Agreements would last three years
- Tollway developing incentives for primes to serve as mentors

Initial framework was presented to industry-sponsored M/P Program committee for comments

Program framework to be completed by end of 2nd Quarter, then circulated for further review

Goal is to have fully developed program in place by end of 2016



Construction Contract Checklist

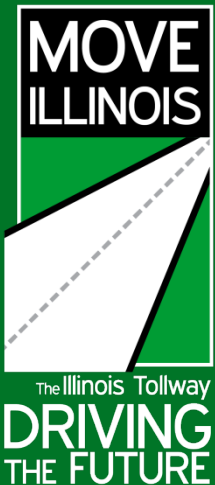
Construction Contract Checklist

Primarily developed to guide new firms through the Tollway's bid process

Checklist will denote items that must be included with the bid

Goal is to ensure that bids from new firms aren't disqualified due to omissions or paperwork errors

Tollway successfully created a similar document for professional services to eliminate errors in Statements of Interest (SOI) submittals



Illinois Tollway Construction Resource Fair

Small Business Resource Exhibition

Illinois Tollway Construction Resource Fair

- April 27 from 9 am to Noon
- Joseph Center
7600 W. Roosevelt Road
Forest Park, Illinois

Open to (D/M/WBEs), small and veteran-owned businesses interested in learning about Job Order Contracting (JOC), unbundled and Small Business Set-Asides, and Diversity programs and resources

Includes workshops marketing and preparing for Tollway bid opportunities



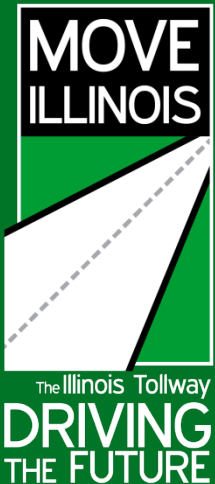
Internal Workforce Diversity

Internal Workforce Diversity Subcommittee

Tollway internal diversity is at record levels

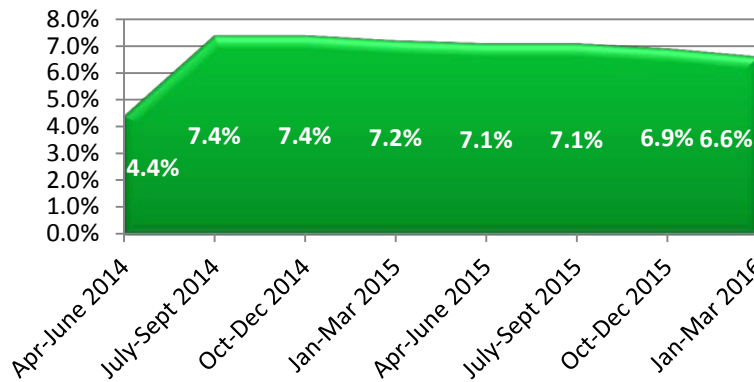
Proposed committee would develop strategies to further increase diversity of Tollway staff

Committee would include DAC volunteers and external human resource experts

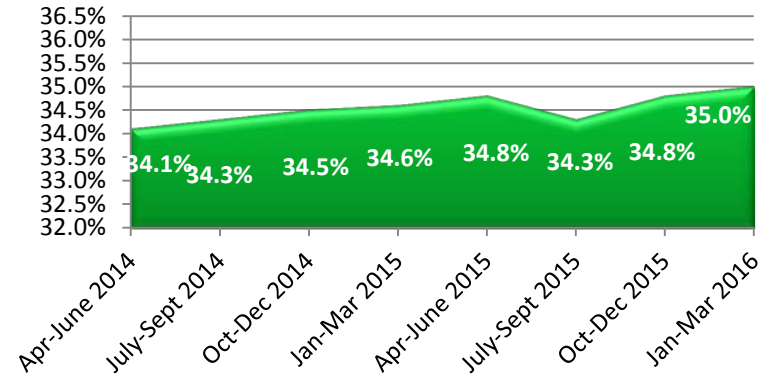


Demographics Tollway Workforce

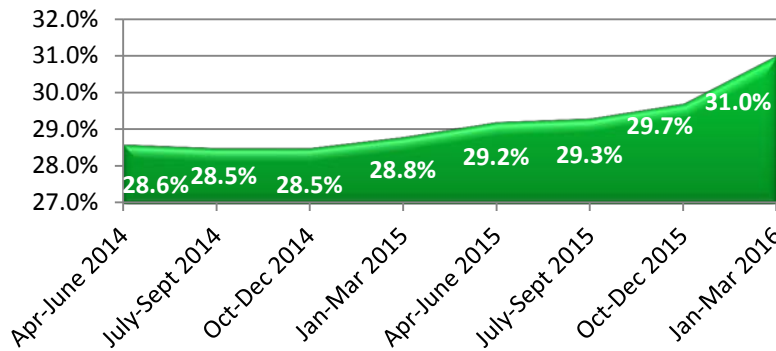
Veterans



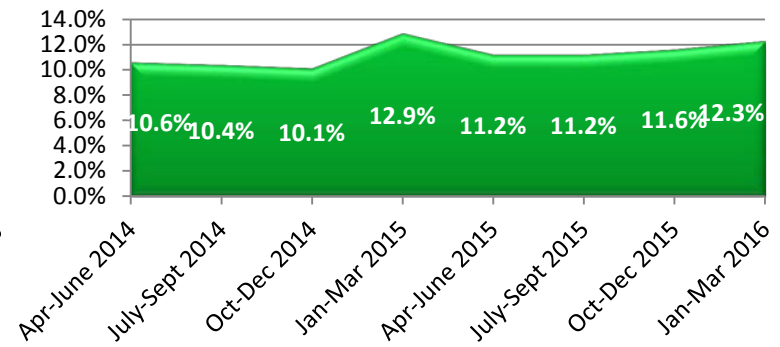
Females



Minority



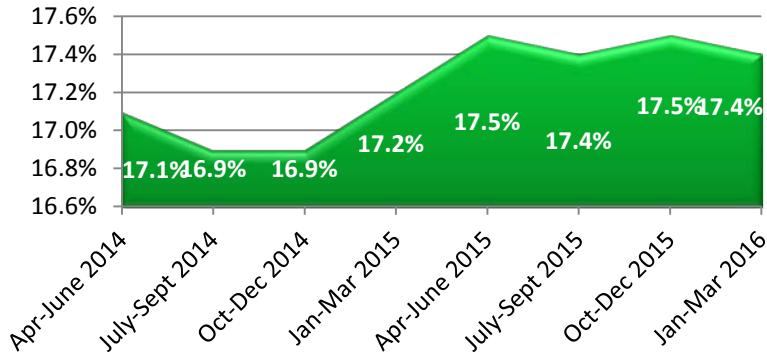
People with Disabilities



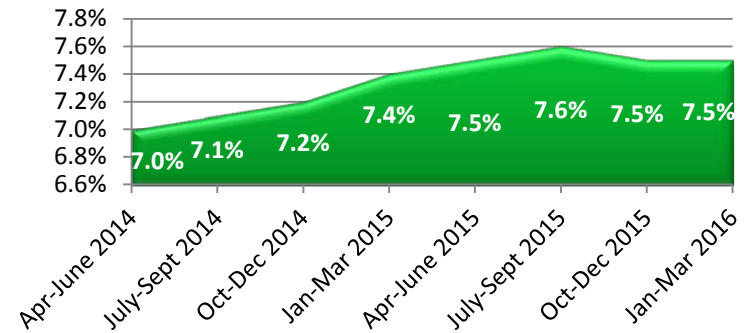
The Illinois Tollway
DRIVING THE FUTURE

Demographics Tollway Workforce

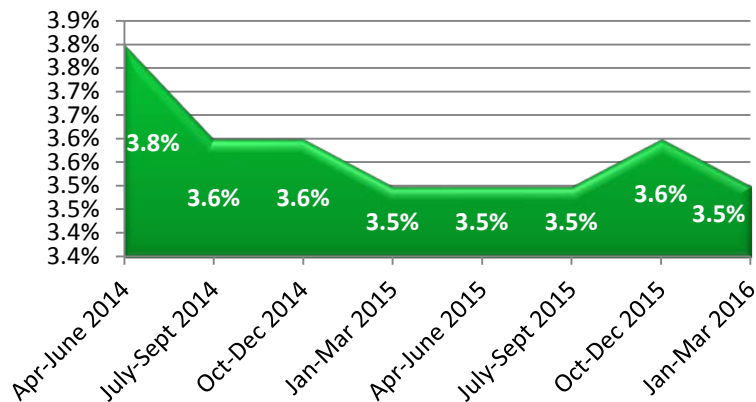
African-American



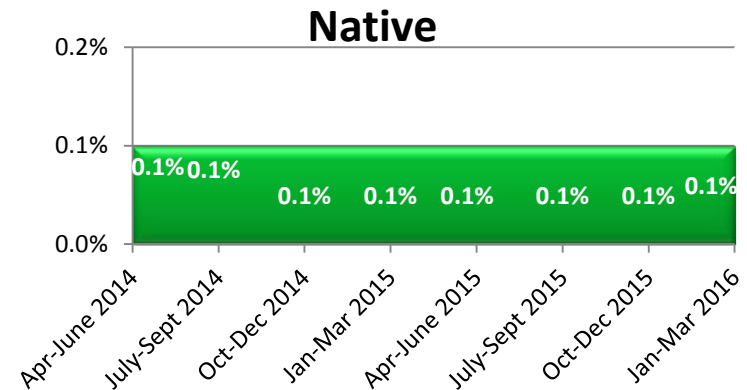
Latino



Asian



American Indian/Alaska



The Illinois Tollway
DRIVING THE FUTURE

Minority Representation at IL State Agencies

Employees at Coded Agencies as of 12/31/2015

African-American

AGENCY	%
RACING BOARD	100
INVESTMENT BOARD	66.67
HUMAN RIGHTS COMMISSION	42.86
CHILDREN & FAMILY SVCS	38.99
HUMAN SERVICES	36.21
HUMAN RIGHTS DEPARTMENT	35.38
DEV DISABILITIES COUNCIL	33.33
GUARDIANSHIP & ADVOCACY	33.33
JUVENILE JUSTICE	31.98
WORKERS COMPENSATION COM	30.89
EMPLOYMENT SECURITY	28.52
LABOR REL BD EDUCATIONAL	22.22
STATE WIDE TOTALS :	21.11
CRIMINAL JUSTICE AUTH	20.37
ARTS COUNCIL	18.18
PRISONER REVIEW BOARD	18.18
HEALTHCARE & FAMILY SRV	17.79
LABOR	17.24
TOLLWAY	17.27
STATE POLICE MERIT BOARD	16.67
FIN & PROF REG	15.06
VETERANS AFFAIRS	14.55
REVENUE	14.36
CAPITAL DEVELOPMENT BD	14.29
PUBLIC HEALTH	14.25
COMM & ECON OPPORTUNITY	13.36
INSURANCE	12.4
GAMING BOARD	12.21
CORRECTIONS	12.16
LOTTERY	12.12
STATE POLICE*	11.75
POLLUTION CONTROL BOARD	10.53
AGING	10.49
MILITARY AFFAIRS	9.52
CENTRAL MANAGEMENT SVCS	8.63
TRANSPORTATION**	8.38
STATE FIRE MARSHAL	8.13
COMMERCE COMMISSION	7.69
EMERGENCY MGMT AGENCY	7.59
ENVIRONMENTAL PROTECTION	7.53
AGRICULTURE	5.97
LAW ENF TRNG&STANDARD BD	5.26
STATE RETIREMENT SYSTEMS	4.9
PROPERTY TAX APPEAL BD	3.03
HISTORIC PRESERVATION	2.88
NATURAL RESOURCES	2.12
CIVIL SERVICE COMMISSION	0
DEAF&HARD OF HEARING COM	0
IL TORTURE INQRY RLF COM	0
INDEPENDENT TAX TRIBUNAL	0
LABOR RELATIONS BD ILL	0

35%
37%
39%

Hispanic

AGENCY	%
HUMAN RIGHTS COMMISSION	35.71
ARTS COUNCIL	27.27
HUMAN RIGHTS DEPARTMENT	22.31
LABOR	18.39
EMPLOYMENT SECURITY	15.67
AGING	9.09
PRISONER REVIEW BOARD	9.09
PROPERTY TAX APPEAL BD	9.09
HUMAN SERVICES	8.97
WORKERS COMPENSATION COM	8.94
FIN & PROF REG	8.71
CHILDREN & FAMILY SVCS	8.21
TOLLWAY	7.61
GAMING BOARD	7.56
CRIMINAL JUSTICE AUTH	7.41
LABOR RELATIONS BD ILL	7.14
HEALTHCARE & FAMILY SRV	7.02
LOTTERY	6.82
COMMERCE COMMISSION	6.15
STATE WIDE TOTALS :	5.86
JUVENILE JUSTICE	5.49
LAW ENF TRNG&STANDARD BD	5.26
GUARDIANSHIP & ADVOCACY	5.05
TRANSPORTATION**	4.69
PUBLIC HEALTH	4.31
INSURANCE	4
MILITARY AFFAIRS	3.97
COMM & ECON OPPORTUNITY	3.91
AGRICULTURE	3.58
STATE POLICE*	3.44
STATE FIRE MARSHAL	3.25
CORRECTIONS	3.12
CENTRAL MANAGEMENT SVCS	2.83
VETERANS AFFAIRS	2.82
REVENUE	2.58
ENVIRONMENTAL PROTECTION	2.47
NATURAL RESOURCES	1.22
STATE RETIREMENT SYSTEMS	0.98
HISTORIC PRESERVATION	0.72
CAPITAL DEVELOPMENT BD	0
CIVIL SERVICE COMMISSION	0
DEAF&HARD OF HEARING COM	0
DEV DISABILITIES COUNCIL	0
EMERGENCY MGMT AGENCY	0
IL TORTURE INQRY RLF COM	0
INDEPENDENT TAX TRIBUNAL	0
INVESTMENT BOARD	0
LABOR REL BD EDUCATIONAL	0
POLLUTION CONTROL BOARD	0
RACING BOARD	0
STATE POLICE MERIT BOARD	0

23%
25%
27%

Asian-American

AGENCY	%
INDEPENDENT TAX TRIBUNAL	100
CRIMINAL JUSTICE AUTH	9.26
ARTS COUNCIL	9.09
PUBLIC HEALTH	7.3
LABOR RELATIONS BD ILL	7.14
ENVIRONMENTAL PROTECTION	6.3
LAW ENF TRNG&STANDARD BD	5.26
INSURANCE	4.8
HUMAN SERVICES	4.7
REVENUE	3.97
EMPLOYMENT SECURITY	3.73
TOLLWAY	3.6
AGING	3.5
WORKERS COMPENSATION COM	3.25
FIN & PROF REG	3.06
LOTTERY	3.03
HEALTHCARE & FAMILY SRV	2.69
STATE WIDE TOTALS :	2.57
HUMAN RIGHTS DEPARTMENT	2.31
COMM & ECON OPPORTUNITY	2.28
CENTRAL MANAGEMENT SVCS	2.19
CAPITAL DEVELOPMENT BD	2.04
CHILDREN & FAMILY SVCS	2
STATE RETIREMENT SYSTEMS	1.96
STATE POLICE	1.81
VETERANS AFFAIRS	1.59
GAMING BOARD	1.16
LABOR	1.15
JUVENILE JUSTICE	1.04
GUARDIANSHIP & ADVOCACY	1.01
AGRICULTURE	0.9
NATURAL RESOURCES	0.81
CORRECTIONS	0.59
TRANSPORTATION	0.27
CIVIL SERVICE COMMISSION	0
COMMERCE COMMISSION	0
DEAF&HARD OF HEARING COM	0
DEV DISABILITIES COUNCIL	0
EMERGENCY MGMT AGENCY	0
HISTORIC PRESERVATION	0
HUMAN RIGHTS COMMISSION	0
IL TORTURE INQRY RLF COM	0
INVESTMENT BOARD	0
LABOR REL BD EDUCATIONAL	0
MILITARY AFFAIRS	0
POLLUTION CONTROL BOARD	0
PRISONER REVIEW BOARD	0
PROPERTY TAX APPEAL BD	0
RACING BOARD	0
STATE FIRE MARSHAL	0
STATE POLICE MERIT BOARD	0

22%
24%
26%

