



Record of Meeting | September 14, 2016

The Illinois State Toll Highway Authority (the “Tollway”) held the Diversity & Inclusion Committee Meeting on Wednesday, September 14, 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 11:02 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 Joseph Gomez
Director Earl Dotson, Jr.
Director James Sweeney

Committee Members Not Present:
Director David Gonzalez

Also in Attendance:
Director Neli Vazquez Rowland

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 July 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 July 20, 2016, as presented. Director Gomez made a motion for approval; seconded by Director Sweeney. 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 was PASSED unanimously.

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

Executive Director's Items

Illinois Tollway Business Diversity Program: Executive Director Bedalov then introduced Gustavo Giraldo, Chief of Diversity and Strategic Development, to provide an update for the Committee on the Tollway's diversity initiatives. [See attached presentation.](#)

Director Dotson asked whether there are plans for expansion to other locales of the workforce technical assistance center being developed. Mr. Giraldo responded that the main center is planned for location in the Chicago Southland region, after which, based on the program's success, it is envisioned that services could be expanded to satellite locales systemwide through strategic partnerships. Executive Director Bedalov added that performance data will be collected and reviewed and will ultimately guide decision-making regarding expansion of the technical assistance programs to additional areas.

Director Dotson asked how the effectiveness is measured of the currently offered Illinois Tollway Technical Assistance Programs. Executive Director Bedalov responded that the contracts for technical assistance services incorporate defined vendor performance measures (reviewed quarterly by staff), which include measurements of the volume of program participants and of each participant's revenue and capacity before and after receiving training. He noted that the performance measures for the new workforce development technical assistance center will be developed and refined as the procurement process progresses.

Director Gomez congratulated staff for their work to engage Illinois Road Builders and labor unions in the Tollway's diversity initiatives, which, he contended, establish the Tollway at the forefront of diversity efforts statewide. He then highlighted the significant funding being appropriated by the Tollway Board to technical assistance programs and suggested that the



agency be diligent in ensuring accountability by vendors for their performance, thereby maximizing the effectiveness of these important initiatives.

Director Sweeney inquired about initiatives being considered to expand minority work hours, including potentially establishing contract goals for participation of apprentices. Mr. Giraldo responded that relevant models are being examined and that specific recommendations in this regard will be developed and brought to the Committee for discussion in the coming months.

Director Sweeney asked whether outreach has been made to the Transportation Construction Apprenticeship Readiness Training ("TCART") Program, which is currently suspended due to state budgetary issues. Mr. Giraldo responded that the agency is in receipt of a list of approximately 300 participants in the TCART program and is working with the Chicago Urban League on ways to support these individuals.

Director Vazquez Rowland inquired about the models being utilized to develop the request for proposal ("RFP") for the workforce technical assistance center and suggested she may be able to offer assistance in this regard. Mr. Giraldo responded that in order to appropriately address aspects which are unique to the construction industry, elements from a number of models are being integrated into the concept for the RFP. He further explained that the concept for the RFP is to serve three categories of individuals (identified as the primary objective) through the forging of strategic partnerships with entities that are already providing these services elsewhere in the Chicagoland area. He advised that once further developed, staff will be seeking input from key stakeholders and the Board before issuing the RFP.

Director Vazquez Rowland asked whether detailed performance metrics will be utilized to determine the success of programs which are either to serve as models or with which the Tollway may partner, and whether the Board will be provided such documentation. Mr. Giraldo responded affirmatively.

Adjournment

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

The Meeting was adjourned at approximately 11:03 a.m.

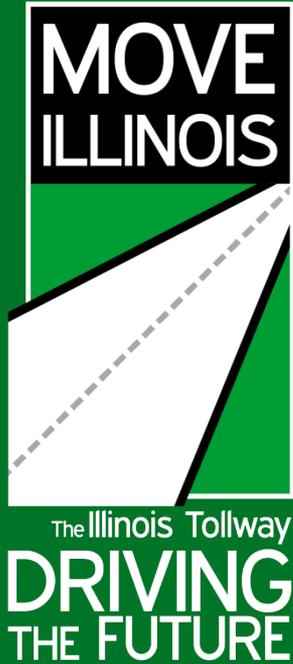


Minutes of the
Diversity & Inclusion Committee Meeting

Christi Regnery

Minutes taken by: _____

Christi Regnery
Board Secretary
Illinois State Toll Highway Authority



Illinois Tollway Business Diversity Program

Gustavo Giraldo, *Chief of the Department of Diversity and
Strategic Development*

September 14, 2016

Agenda

Diversity Initiatives Update

- Partnering for Growth Program
- Workforce Development Technical Assistance Center RFP
- Technical Assistance for Small Construction Firms RFP
- Veterans Outreach Event
- Diversity management software
- Diversity Advisory Council
- Diversity statistics

Partnering for Growth Program

Overview

- Diversity staff continues to work with the Diversity Advisory Council Programs committee, internal Tollway staff and outside agencies to refine program framework
- Meeting with Illinois Road and Transportation Builders Association EEO Committee to provide update and solicit feedback
- The Partnering for Growth Program will launch before end of 2016



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Workforce Development Technical Assistance Center

Overview

- Technical assistance center would help underemployed individuals who have:
 - No training but are interested in careers in heavy highway construction
 - Some training but have not successfully completed an apprenticeship program
 - An interest in moving into a new apprenticeship program
- Vendors will be encouraged to develop external partnerships
- RFP expected to be advertised before end of 2016
- Tollway should also consider additional measures to create opportunities



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Technical Assistance for Small Construction Firms

Overview

- RFP released in late August
- Successful vendor(s) will provide training to developing small businesses or established small businesses looking to participate as primes on Tollway work
- Pre-submittal conference held on September 1 at Tollway Headquarters
- RFP responses are due September 29
- New technical assistance vendor(s) are expected to begin servicing clients in first quarter 2017

Veterans Outreach Event

Overview

- October 14, 2016, at Moraine Valley College
- Assistance for veteran-owned businesses includes:
 - Becoming a registered business with the state of Illinois
 - Becoming a certified veteran-owned business
 - Technical assistance programs for construction and professional services firms
 - Upcoming Illinois Tollway bid opportunities
- Event partners include:
 - Illinois Department of Central Management Systems
 - Illinois Department of Veterans' Affairs
 - Illinois Department of Central Management Systems
 - Cook County Department of Veterans Affairs
 - City of Chicago Veterans Resource Office
 - U.S. Department of Veterans Affairs



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Diversity Management Software

Update

- Tollway's Disparity Study recommended implementing electronic data collection and monitoring system
- Tollway will issue RFP to purchase customized software
- Software will enhance efforts to capture and analyze data
- Software will improve Tollway's ability to:
 - Conduct outreach
 - Track goal attainment
 - Monitor compliance
- RFP to be issued within next 30 days



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Diversity Advisory Council

Update

- Next meeting will take place in October
- Critical topics include:
 - Update on implementation of Diversity Report recommendations
 - Discussion/approval of Diversity Advisory Council attendance policy
 - Naming Diversity Advisory Council subcommittee chairs



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Diversity Statistics - Construction and Professional Services

CONSTRUCTION CONTRACTS (in millions)

	2011		2012		2013		2014		2015		2016	
African-American-Owned	\$1.2	6.3%	\$2.3	5.8%	\$0.9	1.3%	\$8.0	5.8%	\$18.0	9.3%	\$11.4	19.5%
Asian Indian-Owned	\$0.3	1.5%	\$1.0	2.5%	\$2.1	3.0%	\$1.5	1.1%	\$8.6	4.4%	\$1.5	2.6%
Asian Pacific-Owned	\$0.7	3.6%	\$0.0	0.0%	\$0.0	0.1%	\$2.3	1.7%	\$0.7	0.4%	\$0.1	0.2%
Hispanic-Owned	\$7.4	39.1%	\$19.0	48.4%	\$47.9	68.3%	\$87.7	64.2%	\$118.8	61.5%	\$29.2	49.9%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$1.6	0.8%	\$0.9	1.6%
Women-Owned (Caucasian)	\$9.3	49.6%	\$17.0	43.3%	\$19.1	27.3%	\$37.1	27.2%	\$45.6	23.6%	\$15.3	26.2%
Total	\$18.8		\$39.2		\$70.1		\$136.7		\$193.3		\$58.6	

Percent shown is of total D/M/WBE payments.

PROFESSIONAL SERVICES CONTRACTS (in millions)

	2011		2012		2013		2014		2015		2016	
African-American-Owned	\$2.6	17.1%	\$6.2	16.7%	\$10.1	13.9%	\$14.6	16.9%	\$17.2	18.9%	\$7.4	20.4%
Asian Indian-Owned	\$2.3	15.2%	\$5.4	14.4%	\$14.1	19.5%	\$22.5	26.0%	\$26.4	29.0%	\$9.8	27.0%
Asian Pacific-Owned	\$3.1	20.8%	\$7.0	18.8%	\$12.5	17.3%	\$13.8	15.9%	\$10.9	11.9%	\$4.1	11.4%
Hispanic-Owned	\$2.2	15.0%	\$11.1	29.7%	\$22.1	30.6%	\$19.9	23.0%	\$20.1	22.1%	\$8.1	22.5%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%
Women-Owned (Caucasian)	\$4.8	31.9%	\$7.6	20.4%	\$13.5	18.7%	\$15.8	18.2%	\$16.6	18.2%	\$6.7	18.6%
Total	\$14.9		\$37.2		\$72.3		\$86.6		\$91.2		\$36.1	

Percent shown is of total D/M/WBE payments.



Diversity Statistics – Veteran-Owned Businesses

	2015		2016	
Construction Contracts	\$19.2	1.76%	\$5.8	1.78%
Professional Services Contracts	\$2.1	0.87%	\$1.2	1.18%
Total Contracts	\$21.3	1.60%	\$7.0	1.64%

Percent shown is of total payments.

Tollway established Veteran Goals Program in 2015. Data reported is through June 30, 2016.
Data presented is preliminary and subject to change.
Totals may not add due to rounding.



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Diversity Statistics – Construction EEO Data

WORKFORCE HOURS - January 1, 2011 through June 30, 2016

	Hours Reported	Percent		Hours Reported	Percent
African-American	403,793	4.8%	Female	471,700	5.6%
Asian/Pacific Islander	63,298	0.8%	Male	7,929,311	94.4%
Hispanic-American	2,884,053	34.3%	Total	8,401,011	
American Indian/Alaska Native	65,716	0.8%			
Caucasian	4,984,150	59.3%			
Total	8,401,011				

MINORITY WORKFORCE HOURS BY YEAR

	2011	2012	2013	2014	2015	2016
African-American	11,348	31,199	49,256	113,580	162,093	36,318
Asian/Pacific Islander	1,580	4,484	7,304	21,627	20,667	7,637
Hispanic-American	78,268	253,850	383,380	776,311	1,129,218	263,026
American Indian/Alaska Native	716	3,923	11,153	20,669	23,112	6,144
Total	91,912	293,457	451,093	932,186	1,335,090	313,125

Since 2012, more than 40 percent of all construction hours worked were by minorities



Upcoming Meetings

Diversity Advisory Council Programs Subcommittee

- September 20 – 1:30 p.m. at location TBD

Veterans Outreach Event

- October 14 – 9 a.m. at Moraine Valley College

Diversity Advisory Council

- October 2016 – date TBD



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THANK YOU