



NEW VISION STATEMENT TO DRIVE TOLLWAY DIVERSITY EFFORTS

The Illinois Tollway Department of Diversity and Strategic Development ended 2017 with a new vision statement that reflects the agency's continued commitment to advancing participation, inclusion, advancement and access to programs, projects and jobs.



The Illinois Tollway Department of Diversity and Strategic Development is a driving force for increasing economic opportunities in the diverse communities we serve.

DIVERSITY 2017 YEAR-IN-REVIEW

The Illinois Tollway continues to implement programs and initiatives in 2017 to fulfill the agency's mission of increasing access to economic opportunities for the diverse communities we serve. In fact, 2017 saw the Tollway achieve milestones with its Diversity Program, Earned Credit Program, Technical Assistance Program and Partnering for Growth Program.

INCLUSION

In 2017, construction and professional services D/M/WBE firms were paid more than \$126.5 million – 26.7 percent of all dollars paid, the **highest annual percent since the start of Move Illinois.**



ADVANCEMENT

Partnering for Growth expanded in 2017 to include construction firms. There were **39 Partnering for Growth relationships** on Tollway engineering and construction contracts.



PARTICIPATION

Established **13 new Technical Assistance Program locations.** More than 100 clients received technical assistance in the first 6 months.



INCLUSION

The Earned Credit Program reached two milestones in 2017 – **300 individual hires** and **\$15 million in earned wages.**

D/M/WBE PAYMENTS OVERVIEW

This overview provides data with regard to payments to disadvantaged, minority- and women-owned business enterprise (D/M/WBE) firms that have performed work for the Tollway from January 1, 2012, through December 31, 2017. During this time frame, the Tollway paid \$4.7 billion on construction and professional services contracts. D/M/WBE businesses were paid \$1.1 billion, or 23.6 percent.

CONSTRUCTION CONTRACTS

Of the \$3.5 billion the Tollway paid on construction contracts, \$678.4 million, or **19.5 percent**, went to D/M/WBE businesses.

PROFESSIONAL SERVICES CONTRACTS

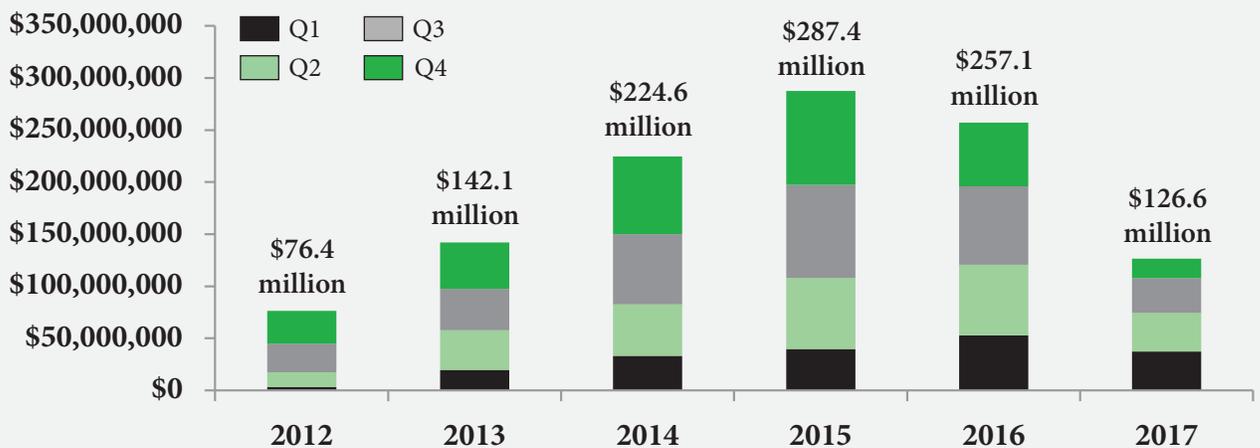
Of the \$1.2 billion the Tollway paid on professional services contracts, \$435.8 million, or **34.9 percent**, went to D/M/WBE businesses.

D/M/WBE PAYMENTS (in millions) - January 1, 2012 through December 31, 2017

	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	\$58.4	\$79.8	\$138.2	12.4%
Asian Indian-Owned	\$17.6	\$114.9	\$132.6	11.9%
Asian Pacific-Owned	\$3.7	\$50.3	\$54.0	4.8%
Hispanic-Owned	\$395.4	\$105.4	\$500.8	44.9%
Native American-Owned	\$4.2	\$0.3	\$4.5	0.4%
Women-Owned (Caucasian)	\$199.0	\$85.0	\$284.1	25.5%
Total	\$678.4	\$435.8	\$1,114.2	

The Tollway paid \$338.9 million, or 30.4 percent of total D/M/WBE contract payments, (\$212.6 million to construction contractors and \$126.3 million to professional services firms) to women-owned businesses across all D/M/WBE ethnicities.

DIVERSITY PAYMENTS BY YEAR



Data reported is through December 31, 2017. Data presented is preliminary and subject to change. Totals may not add due to rounding.

D/M/WBE PAYMENTS BY YEAR

CONSTRUCTION CONTRACTS (in millions)

	2012		2013		2014		2015		2016		2017 YTD	
African American-Owned	\$2.3	5.8%	\$0.9	1.3%	\$8.0	5.8%	\$18.2	9.3%	\$25.4	14.9%	\$3.7	5.7%
Asian Indian-Owned	\$1.0	2.5%	\$2.1	3.0%	\$1.5	1.1%	\$8.6	4.4%	\$3.5	2.1%	\$0.9	1.4%
Asian Pacific-Owned	\$0.0	0.0%	\$0.0	0.1%	\$2.3	1.7%	\$0.7	0.4%	\$0.2	0.1%	\$0.5	0.8%
Hispanic-Owned	\$19.0	48.4%	\$47.9	68.3%	\$88.2	63.9%	\$120.0	61.3%	\$83.6	49.0%	\$36.8	56.8%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$1.6	0.8%	\$2.1	1.2%	\$0.5	0.8%
Women-Owned (Caucasian)	\$17.0	43.3%	\$19.1	27.3%	\$38.1	27.6%	\$46.6	23.8%	\$55.9	32.8%	\$22.4	34.5%
Total	\$39.2		\$70.1		\$138.1		\$195.6		\$170.6		\$64.8	

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

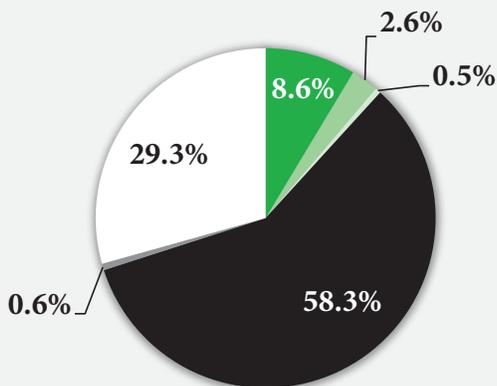
PROFESSIONAL SERVICES CONTRACTS (in millions)

	2012		2013		2014		2015		2016		2017 YTD	
African American-Owned	\$6.2	16.7%	\$10.1	14.1%	\$14.6	16.9%	\$17.4	19.0%	\$18.6	21.5%	\$12.8	20.7%
Asian Indian-Owned	\$6.8	18.3%	\$15.9	22.1%	\$25.3	29.3%	\$28.1	30.7%	\$24.7	28.6%	\$14.0	22.7%
Asian Pacific-Owned	\$5.4	14.6%	\$10.5	14.5%	\$10.1	11.6%	\$9.2	10.0%	\$8.9	10.3%	\$6.2	10.1%
Hispanic-Owned	\$11.1	29.7%	\$22.1	30.7%	\$20.0	23.1%	\$20.2	22.0%	\$18.9	21.9%	\$13.2	21.3%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.3	0.5%
Women-Owned (Caucasian)	\$7.7	20.6%	\$13.4	18.6%	\$16.5	19.1%	\$16.8	18.3%	\$15.4	17.8%	\$15.3	24.7%
Total	\$37.2		\$72.0		\$86.5		\$91.7		\$86.5		\$61.8	

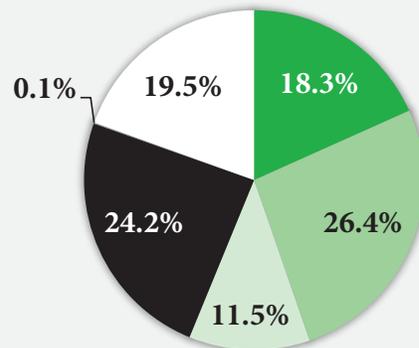
Percent shown is of total D/M/WBE payments.

PERCENT OF D/M/WBE PAYMENTS - January 1, 2012 through December 31, 2017

CONSTRUCTION CONTRACTS



PROFESSIONAL SERVICES CONTRACTS



- African American-Owned
- Asian Pacific-Owned
- Native American-Owned
- Asian Indian-Owned
- Hispanic-Owned
- Women-Owned (Caucasian)

Data reported is through December 31, 2017. Data presented is preliminary and subject to change. Totals may not add due to rounding.

VETERAN PAYMENTS OVERVIEW

Payments to veteran-owned firms accounted for all dollars spent with veteran firms on construction and professional service contracts from January 1, 2015, through December 31, 2017. During this time frame, the Tollway paid \$2.8 billion on construction and professional services contracts. Certified veteran-owned businesses were paid \$61.8 million, or 2.2 percent.

CONSTRUCTION CONTRACTS

Of the \$2.2 billion the Tollway paid on construction contracts, \$53.6 million, or **2.5 percent**, went to veteran-owned businesses.

PROFESSIONAL SERVICES CONTRACTS

Of the \$0.7 billion the Tollway paid on professional services contracts, \$8.2 million, or **1.2 percent**, went to veteran-owned business.

VETERAN PAYMENTS BY YEAR (in millions) - January 1, 2015 through December 31, 2017

	2015		2016		2017 YTD	
Construction Contracts	\$19.4	1.79%	\$15.8	2.05%	\$18.4	6.21%
Professional Services Contracts	\$2.1	0.87%	\$3.6	1.46%	\$2.5	1.37%
Total Contracts	\$21.5	1.62%	\$19.4	1.91%	\$20.8	4.39%

Percent shown is of total payments. Tollway established Veterans Goals Program in 2015.

DIVERSE FIRMS - January 1, 2012 through December 31, 2017

Nearly one third of all firms working on Tollway projects since 2012 are D/M/WBE or veteran-owned firms, accounting for 405 of the more than 1,300 firms working since *Move Illinois* began. There have been nearly 840 firms that are new to the Tollway since 2012. More than one quarter of these are D/M/WBE or veteran owned firms.

DIVERSE FIRMS

Of the more than 1,300 firms working since 2012, 405, or **31.1 percent** are certified D/M/WBE or veteran-owned firms.

Veteran-Owned Total	37
D/M/WBE Total	382
African American-Owned	74
Asian Indian-Owned	32
Asian Pacific-Owned	23
Hispanic-Owned	118
Native American-Owned	5
Women-Owned (Caucasian)	130

NEW DIVERSE FIRMS

Of the nearly 840 new firms, 220 or **26.2 percent** are certified D/M/WBE or veteran-owned firms.

Veteran-Owned Total	28
D/M/WBE Total	198
African American-Owned	44
Asian Indian-Owned	12
Asian Pacific-Owned	6
Hispanic-Owned	67
Native American-Owned	5
Women-Owned (Caucasian)	64

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CONSTRUCTION CONTRACT EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

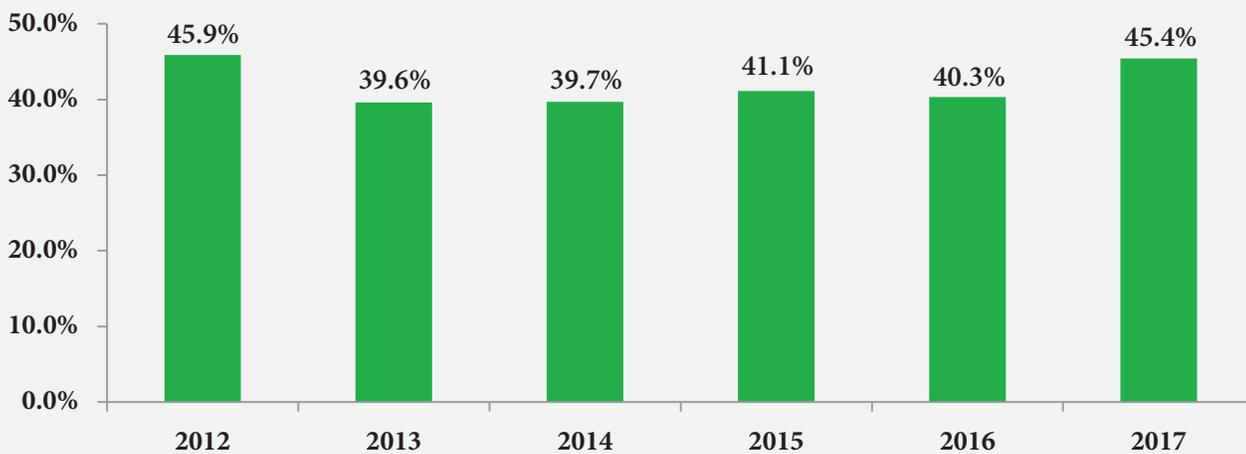
On construction contracts, the Illinois Tollway follows federal equal employment opportunity contract compliance standards and works in conjunction with local unions and awarded contractors to facilitate achievement of all workforce goals.

WORKFORCE HOURS - January 1, 2012, through December 31, 2017

	Percent		Percent
African American	4.6%	Female	5.6%
Asian/Pacific Islander	0.8%	Male	94.4%
Hispanic-American	35.0%		
American Indian/Alaska Native	0.7%		
Caucasian	58.9%		

MINORITY WORKFORCE HOURS BY YEAR

	2012	2013	2014	2015	2016	2017 YTD
African American	4.9%	4.3%	4.8%	5.0%	4.1%	3.7%
Asian/Pacific Islander	0.7%	0.6%	0.9%	0.7%	1.0%	0.7%
Hispanic-American	39.7%	33.6%	33.1%	34.7%	34.5%	40.7%
American Indian/Alaska Native	0.6%	1.0%	0.9%	0.7%	0.7%	0.3%
Total	45.9%	39.6%	39.7%	41.1%	40.3%	45.4%



ILLINOIS TOLLWAY EARNED CREDIT PROGRAM

The Earned Credit Program (ECP) is a rewards initiative that 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, including underemployed African Americans, Hispanic Americans, Asian Americans, women, eligible offenders and exonerated individuals, veterans and other Workforce Investment Act eligible individuals.

Data reported is through December 31, 2017. Data presented is preliminary and subject to change. Totals may not add due to rounding.

WORKFORCE DIVERSITY STATISTICS

The Illinois Tollway works in partnership with various agencies, trade schools, training programs and educational institutions throughout Northern Illinois to expand outreach efforts and promote diversity.

In the quarter ending December 31, 2017, notices of Tollway job postings were shared with nearly 700 individuals in community, professional and advocacy groups that work on behalf of African Americans, Asian Americans, Hispanic Americans and women, as well as community colleges and universities that include historically African American and Hispanic institutions.

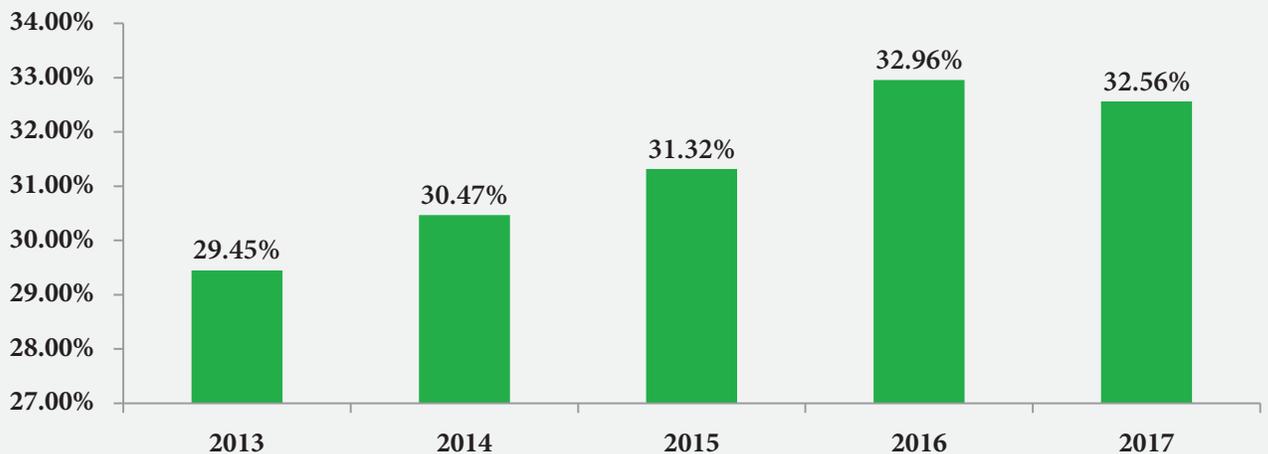
The Tollway participated in career and hiring events hosted by Sen. Bill Cunningham and Rep. Fran Hurley, Rep. Emanuel “Chris” Welch, and Congresswoman Robin Kelly. Other events included the Great Lakes Community Center Veterans and Military Job Fair, Instituto del Progreso Latino's Fall Job Fair, Illinois Association of Hispanic State Employees Conference, Elgin Community College Veterans Resource Job Fair, the Illinois Department of Employment Security (IDES) Veterans, Military and Spouses Job Fair; and IDES/Illinois WorkNet/Chicago Cook Workforce Partnership/Business & Career Services event.

TOTAL NUMBER OF EMPLOYEES

2013	1,287
2014	1,306
2015	1,277
2016	1,419
2017	1,376

TOLLWAY WORKFORCE DEMOGRAPHICS

	2013	2014	2015	2016	2017 YTD
African-American	18.10%	18.68%	19.03%	17.46%	17.37%
Hispanic-American	7.23%	7.27%	7.91%	7.82%	8.07%
Asian-American	3.73%	3.91%	3.60%	3.31%	3.49%
American Indian/Alaska Native	0.08%	0.08%	0.08%	0.07%	0.15
Veterans	n/a	4.40%	7.10%	6.20%	5.89%
Females	33.95%	34.46%	35.16%	35.00%	33.87%
People with Disabilities	11.03%	10.26%	11.20%	11.64%	10.54%



2017 Tollway workforce demographics reported from January 1, 2017 through December 31, 2017 in accordance with Illinois Department of Human Rights requirements. Data presented is preliminary and subject to change. Totals may not add due to rounding.

ILLINOIS TOLLWAY DIVERSITY ADVISORY COUNCIL

The Diversity Advisory Council works cooperatively with the Diversity and Inclusion Committee to help determine the best methods for providing more disadvantaged, minority- and women-owned businesses with opportunities to participate in Tollway projects and is comprised of members from various advocacy and business organizations. In addition, three sub-committees were established to further explore options for Tollway Diversity efforts - Policy, Program and Workforce Diversity. Members and committee involvement are listed below.

DIVERSITY ADVISORY COUNCIL MEMBERS

Arab American Association of Engineers and Architects
Association of Asian Construction Enterprise
Black Contractors United
Chatham Business Association
Chicago Minority Supplier Diversity Council
Chicago Urban League
Chicago Women in Trades
Cosmopolitan Chamber of Commerce
Elite SDVOB Network
Federation of Women Contractors
Hispanic American Construction Industry Association
Harvey Area Chamber of Commerce
Illinois Black Chamber of Commerce
Illinois Hispanic Chamber of Commerce
National Latino Education Institute
National Organization of Minority Engineers
St. Paul Church of God in Christ Community Development Ministries, Inc.
US Minority Contractors Association
Women Transportation Seminar
Women's Business Development Center
Women Construction Owners and Executives
Youth Build Lake County/Lake County Community Church

ILLINOIS TOLLWAY LEADERSHIP

The Tollway has an 11-member board, including Governor Bruce Rauner and Secretary of Transportation Randall S. Blankenhorn who serve as *ex-officio* members. The Chairman and Directors are appointed by the Governor and serve four-year terms; no more than five of the members may be from one political party. The Board of Directors sets policy for the operation, maintenance and construction of the roadways. In addition, the Tollway created committees to focus on key areas of Tollway operations and customer service, as well as guide discussion and decision-making regarding ways to improve the agency — Finance Administration and Operations, Customer Service and Planning, Audit, and Diversity and Inclusion committees.

TOLLWAY BOARD OF DIRECTORS

Bob Schillerstrom, Chairman
James J. Banks, Director
Corey Brooks, Director
Earl Dotson, Jr., Director
Joseph Gomez, Director
David Gonzalez, Director
Craig Johnson, Director
Neli Vazquez Rowland, Director

ILLINOIS TOLLWAY DIVERSITY AND INCLUSION COMMITTEE

The Diversity and Inclusion Committee focuses on diversity issues and initiatives, fostering access to sustainable jobs for African Americans, Asian-Americans, Hispanic-Americans, Native Americans and women. The Committee strives to identify opportunities for certified disadvantaged, minority- and women-owned business enterprise (D/M/WBE) firms related to the Tollway's business operations and expenditures.

COMMITTEE MEMBERS

Chairman Bob Schillerstrom, *Ex-Officio*
Director Corey Brooks, *Chair*
Director Earl Dotson, Jr.
Director Joseph Gomez
Director David Gonzalez

The Diversity and Inclusion Committee provides policy direction and oversight of the Tollway's inclusion efforts in construction, professional services and goods and services contracting, as well as internal and external workforce diversity in order to:

- Assist in breaking down existing and potential barriers to participation for both small non-majority firms and individuals seeking employment
- Create a formal vehicle of communication to discuss policy and explore potential new initiatives
- Ensure greater accountability and increased transparency
- Help direct the Tollway's Board to new opportunities to promote diversity in Tollway activities

One of the first actions taken by the Diversity and Inclusion Committee was to authorize the creation of the Diversity Advisory Council.



FOR MORE INFORMATION ON TOLLWAY DIVERSITY, VISIT THE TOLLWAY'S WEBSITE AT ILLINOISTOLLWAY.COM/DOING-BUSINESS/DIVERSITY-DEVELOPMENT