



ADVANCING AFRICAN AMERICAN PARTICIPATION

The Illinois Tollway fully supports the goals and objectives of Executive Order 2018-07 signed by Gov. Bruce Rauner in May 2018, requiring state agencies to provide data on African American participation, present details on current programs and initiatives benefiting African American businesses and individuals and develop a strategic plan for further engaging these underrepresented groups.

Already demonstrating an unrivaled commitment to diversity and inclusion, the Tollway has unveiled a strategic plan to improve African American participation in six key areas:

- **Earned Credit Program:** Increase the amount of virtual credits contractors can earn and apply in return for retaining low-income individuals, as well as increase the pool of eligible hires for contractors.
- **Workforce Development Initiative:** Launch a new initiative to place low-income individuals in federally-approved apprenticeships, training programs and direct employment opportunities.
- **Partnering for Growth Program:** Expand to include agreements between construction firms.
- **Public Outreach:** Increase efforts within African American communities to raise awareness of contracting opportunities and Tollway workforce initiatives.
- **Small Business Set-Aside Contracts:** Remove a barrier to participation by waiving IDOT prequalification requirements for contracts under \$5 million and explore sheltered/target market programs.
- **Technical Assistance Program:** Increase outreach efforts to attract more African American businesses for training and to build relationships with prime contractors.

SEEING PROGRESS AT THE ILLINOIS TOLLWAY

Percentage of D/M/WBE payments to African American-owned construction firms
more than doubled



65% of clients assisted by the Technical Assistance Program are African American-owned firms



SMALL BUSINESS SET-ASIDE GOAL EXCEEDED

The Illinois Tollway is on track to exceed its small business set-aside goal of 19 construction contracts for 2018, now anticipating 31 contracts this year.

The Small Business Initiative helps put small businesses in a position to succeed and grow as prime contractors by identifying select set-aside construction contracts, generally with values of approximately \$1 million, that can be offered specifically to small businesses.

Since the start of the *Move Illinois* Program in 2012, the Tollway Board has approved 77 small business set-aside contracts to certified small firms, 42 of which were awarded to firms that are also certified as diverse and veteran-owned businesses.

2018 SMALL BUSINESS SET-ASIDE CONTRACTS



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, 2013, through June 30, 2018. 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 24.2 percent.

CONSTRUCTION CONTRACTS

Of the \$3.4 billion the Tollway paid on construction contracts, \$679.6 million, or **20.1 percent**, went to D/M/WBE businesses.

PROFESSIONAL SERVICES CONTRACTS

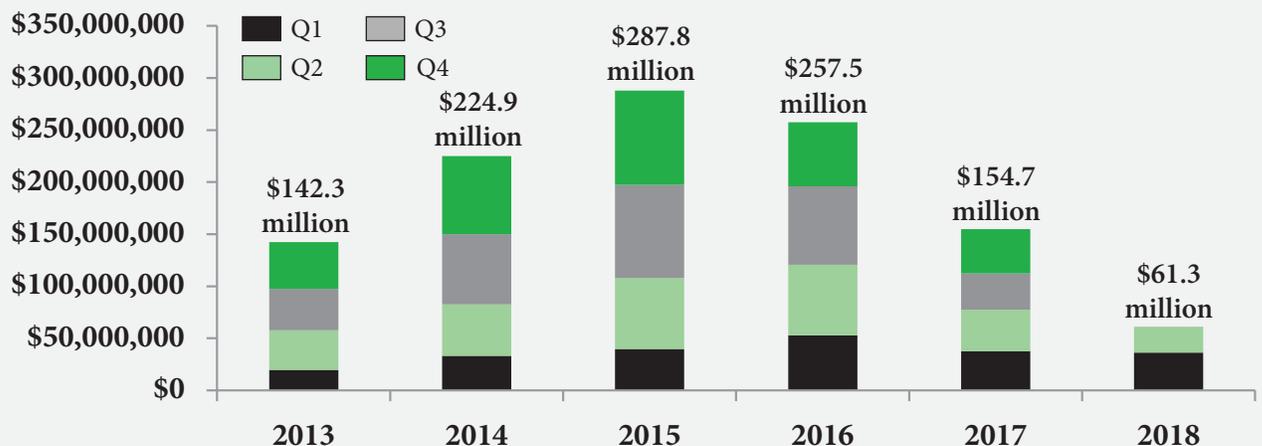
Of the \$1.3 billion the Tollway paid on professional services contracts, \$448.9 million, or **35.3 percent**, went to D/M/WBE businesses.

D/M/WBE PAYMENTS (in millions) - January 1, 2013 through June 30, 2018

	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	\$64.3	\$84.3	\$148.5	13.2%
Asian Indian-Owned	\$17.2	\$121.3	\$138.4	12.3%
Asian Pacific-Owned	\$4.0	\$47.7	\$51.6	4.6%
Hispanic-Owned	\$400.4	\$104.6	\$504.9	44.7%
Native American-Owned	\$4.8	\$0.4	\$5.2	0.5%
Women-Owned (Caucasian)	\$189.1	\$90.8	\$279.9	24.8%
Total	\$679.6	\$448.9	\$1,128.5	

The Tollway paid \$335.7 million, or 29.7 percent of total D/M/WBE contract payments, (\$204.3 million to construction contractors and \$131.3 million to professional services firms) to women-owned businesses across all D/M/WBE ethnicities.

DIVERSITY PAYMENTS BY YEAR



Data reported is through June 30, 2018. 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)

	2013		2014		2015		2016		2017		2018 YTD	
African American-Owned	\$0.9	1.3%	\$8.0	5.8%	\$18.2	9.3%	\$25.4	14.9%	\$8.1	9.5%	\$3.7	18.5%
Asian Indian-Owned	\$2.1	3.0%	\$1.5	1.1%	\$8.6	4.4%	\$3.5	2.1%	\$1.0	1.2%	\$0.4	2.0%
Asian Pacific-Owned	\$0.0	0.1%	\$2.3	1.7%	\$0.7	0.4%	\$0.2	0.1%	\$0.7	0.8%	\$0.0	0.2%
Hispanic-Owned	\$47.9	68.3%	\$88.2	63.9%	\$119.9	61.3%	\$83.3	48.8%	\$50.5	59.1%	\$10.5	53.3%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$1.6	0.8%	\$2.1	1.2%	\$0.5	0.6%	\$0.5	2.6%
Women-Owned (Caucasian)	\$19.1	27.3%	\$38.1	27.6%	\$46.6	23.8%	\$56.1	32.9%	\$24.5	28.7%	\$4.6	23.5%
Total	\$70.1		\$138.1		\$195.6		\$170.6		\$85.4		\$19.8	

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

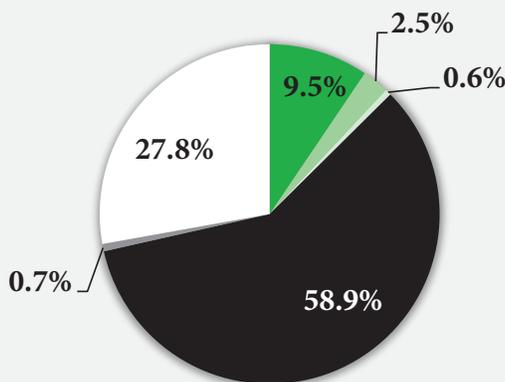
PROFESSIONAL SERVICES CONTRACTS (in millions)

	2013		2014		2015		2016		2017		2018 YTD	
African American-Owned	\$10.1	14.0%	\$14.6	16.9%	\$17.5	19.0%	\$18.7	21.5%	\$14.1	20.4%	\$9.2	22.3%
Asian Indian-Owned	\$15.9	22.1%	\$25.3	29.2%	\$28.1	30.5%	\$24.7	28.4%	\$15.6	22.5%	\$11.6	27.9%
Asian Pacific-Owned	\$10.5	14.5%	\$10.1	11.6%	\$9.2	10.0%	\$8.9	10.2%	\$6.7	9.6%	\$2.4	5.8%
Hispanic-Owned	\$22.1	30.6%	\$20.0	23.0%	\$20.2	21.9%	\$18.9	21.8%	\$15.3	22.0%	\$8.1	19.6%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.3	0.5%	\$0.1	0.1%
Women-Owned (Caucasian)	\$13.6	18.8%	\$16.8	19.4%	\$17.2	18.7%	\$15.8	18.1%	\$17.3	25.0%	\$10.1	24.3%
Total	\$72.2		\$86.8		\$92.2		\$86.9		\$69.3		\$41.5	

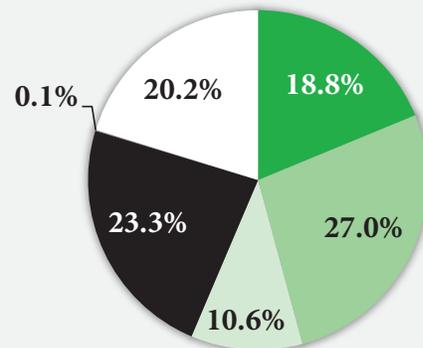
Percent shown is of total D/M/WBE payments.

PERCENT OF D/M/WBE PAYMENTS - January 1, 2013 through June 30, 2018

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 June 30, 2018. 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 June 30, 2018. During this time frame, the Tollway paid \$3.1 billion on construction and professional services contracts. Certified veteran-owned businesses were paid \$78.1 million, or 2.53 percent.

CONSTRUCTION CONTRACTS

Of the \$2.3 billion the Tollway paid on construction contracts, \$67.9 million, or **3.0 percent**, went to veteran-owned businesses.

PROFESSIONAL SERVICES CONTRACTS

Of the \$0.8 billion the Tollway paid on professional services contracts, \$10.2 million, or **1.3 percent**, went to veteran-owned business.

VETERAN PAYMENTS BY YEAR (in millions) - January 1, 2015 through June 30, 2018

	2015		2016		2017		2018 YTD	
Construction Contracts	\$19.4	1.79%	\$15.8	2.05%	\$22.8	7.37%	\$9.8	8.97%
Professional Services Contracts	\$2.1	0.87%	\$3.6	1.46%	\$2.7	1.35%	\$1.8	1.55%
Total Contracts	\$21.5	1.62%	\$19.4	1.91%	\$25.5	4.99%	\$11.6	5.17%

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

DIVERSE FIRMS - January 1, 2012 through June 30, 2018

More than one third of all firms working on Tollway projects since 2012 are D/M/WBE or veteran-owned firms, accounting for 425 of the more than 1,365 firms working since *Move Illinois* began. There have been nearly 880 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 1,365 firms working since 2012, 425, or **31.1 percent** are certified D/M/WBE or veteran-owned firms.

NEW DIVERSE FIRMS

Of the nearly 880 new firms, 228 or **25.9 percent** are certified D/M/WBE or veteran-owned firms.

	Number of Firms
Veteran-Owned Total	39
D/M/WBE Total	396
African American-Owned	79
Asian Indian-Owned	32
Asian Pacific-Owned	23
Hispanic-Owned	121
Native American-Owned	6
Women-Owned (Caucasian)	135

	Number of New Firms
Veteran-Owned Total	29
D/M/WBE Total	206
African American-Owned	47
Asian Indian-Owned	12
Asian Pacific-Owned	6
Hispanic-Owned	71
Native American-Owned	3
Women-Owned (Caucasian)	67

Data reported is through June 30, 2018. Data presented is preliminary and subject to change. Totals may not add due to rounding.

CONSTRUCTION CONTRACT EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

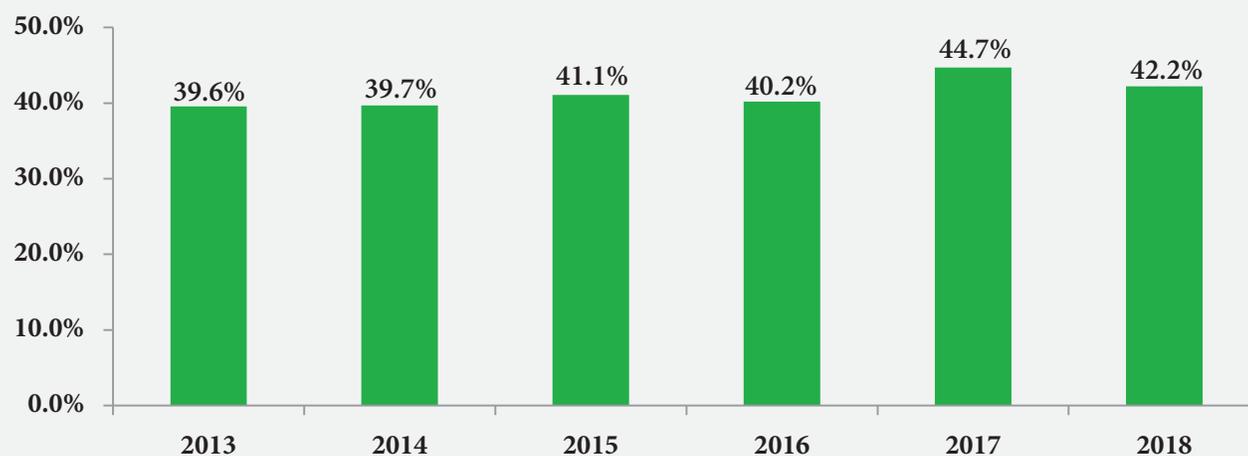
On construction contracts, the Illinois Tollway follows federal equal employment opportunity contract compliance standards and works in conjunction with local unions and awarded contractors to facilitate achievement of all workforce goals.

WORKFORCE HOURS - January 1, 2013, through June 30, 2018

	Percent		Percent
African American	4.5%	Female	5.5%
Asian/Pacific Islander	0.8%	Male	94.5%
Hispanic-American	34.7%		
American Indian/Alaska Native	0.7%		
Caucasian	59.3%		

MINORITY WORKFORCE HOURS BY YEAR

	2013	2014	2015	2016	2017	2018 YTD
African American	4.3%	4.8%	5.0%	4.1%	3.6%	2.6%
Asian/Pacific Islander	0.6%	0.9%	0.7%	1.0%	0.7%	0.6%
Hispanic-American	33.6%	33.1%	34.7%	34.5%	40.1%	38.6%
American Indian/Alaska Native	1.0%	0.9%	0.7%	0.7%	0.3%	0.4%
Total	39.6%	39.7%	41.1%	40.2%	44.7%	42.2%



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 June 30, 2018. 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 June 30, 2018, 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 Congressmen Brad Schneider and Jan Schakowsky; Sen. Bill Cunningham, Rep. Frances Ann Hurley and the Illinois Department of Employment Security (IDES); Sen. Elgie Sims, Rep. Nicholas Smith and Cook County Commissioner Stanley Moore; Reps. Mark Batinick and David Welter; Reps. Jim Durkin, David Olsen and Sen. John Curran; and Rep. Christine Winger. Other events included A Safe Haven Foundations 5th Annual Stand Down, the Chicago Urban League Citywide Job Fair, the Christ Tabernacle 1st Annual Job Fair, the Hanover Township/Global Executive Council Services Job Fair, the Illinois Association of Hispanic State Employees Memorial Day Veterans Hiring & Resource Fair, the National Latino Education Institute Career Fair, the Triton College Veterans Resource Fair and the Wilbur Wright College Job Fair.

TOTAL NUMBER OF EMPLOYEES

2014	1,306
2015	1,277
2016	1,419
2017	1,376
2018	1,358

TOLLWAY WORKFORCE DEMOGRAPHICS

	2014	2015	2016	2017	2018 YTD
African-American	18.68%	19.03%	17.46%	17.37%	17.16%
Hispanic-American	7.27%	7.91%	7.82%	8.07%	8.03%
Asian-American	3.91%	3.60%	3.31%	3.49%	3.53%
American Indian/Alaska Native	0.08%	0.08%	0.07%	0.15%	0.15%
Veterans	4.40%	7.10%	6.20%	5.89%	6.11%
Females	34.46%	35.16%	35.00%	33.87%	33.43%
People with Disabilities	10.26%	11.20%	11.64%	10.54%	10.31%



2017 Tollway workforce demographics reported from January 1, 2017 through June 30, 2018 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
 Bradley Stephens, 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