



## YEAR-IN-REVIEW

The Illinois Tollway is a driving force for economic opportunity and a model for direct investment and unwavering commitment in diversity engagement.

With an array of programs promoting veteran, women and minority participation in the heavy highway industry, the Tollway is fueled by the belief that world-class roads can be delivered alongside sustainable careers in Northern Illinois.

In 2018 alone, the Illinois Tollway committed \$295 million to small, diverse and veteran-owned firms as part of its capital program. In total, since the beginning of *Move Illinois* the Tollway has committed \$6.9 billion to 1,415 unique firms overall, including more than 470 small, diverse and veteran-owned businesses.

### 2018 CONSTRUCTION AND PROFESSIONAL SERVICES CAPITAL PROGRAM D/M/WBE PAYMENTS

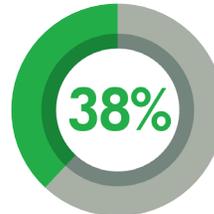
#### TOTAL PAYMENTS

D/M/WBE payments equaled **nearly 29%** of the more than \$697 million in total payments



#### HISPANIC- AND WOMEN-OWNED FIRMS

Hispanic-owned firms received **nearly 38%** of total D/M/WBE payments

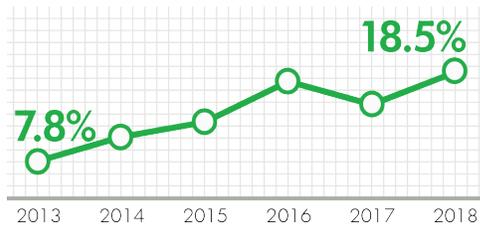


Women-owned firms received **more than 23%** of total D/M/WBE payments



#### AFRICAN AMERICAN-OWNED FIRMS

African American firms received **18.5%** of total D/M/WBE payments, showing a steady increase since 2013



#### VETERAN-OWNED FIRMS

Veteran-owned firms received **5.4%** of total payments, exhibiting a continuous increase since the start of the Veterans Goal Program in 2015



Illinois Tollway's ConstructionWorks workforce training program is now serving job seekers at 18 sites in Cook County, DuPage County, Chicago, Rockford, Aurora and Waukegan to create a pipeline of qualified diverse men and women ready for construction industry careers.

# 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 December 31, 2018. During this time frame, the Tollway paid \$5.1 billion on construction and professional services contracts. D/M/WBE businesses were paid \$1.3 billion, or 24.9 percent.

## CONSTRUCTION CONTRACTS

Of the \$3.7 billion the Tollway paid on construction contracts, \$769.5 million, or **20.8 percent**, went to D/M/WBE businesses.

## PROFESSIONAL SERVICES CONTRACTS

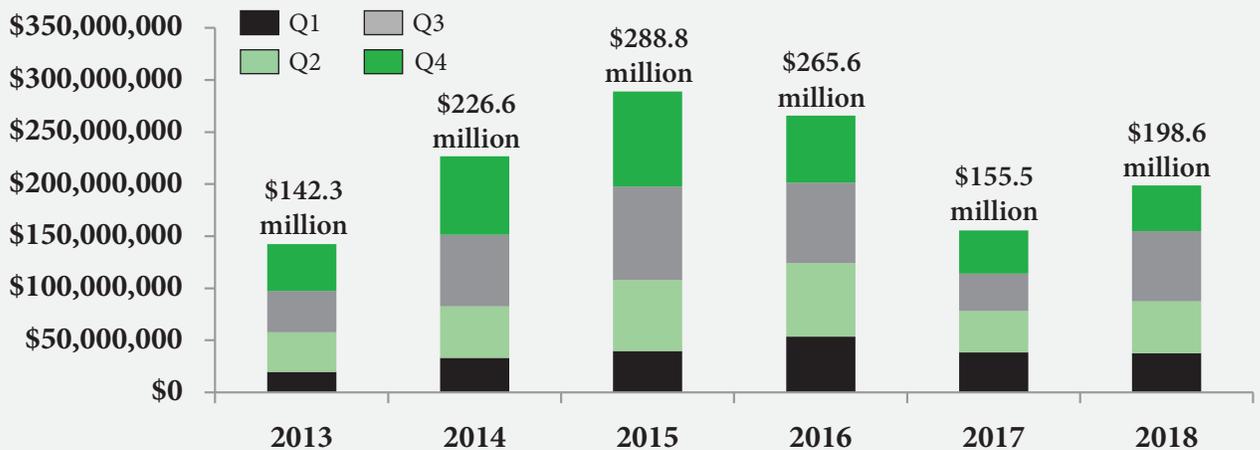
Of the \$1.4 billion the Tollway paid on professional services contracts, \$507.9 million, or **35.7 percent**, went to D/M/WBE businesses.

## D/M/WBE PAYMENTS (in millions) - January 1, 2013 through December 31, 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	\$76.8	\$100.4	\$177.2	13.9%
Asian Indian-Owned	\$18.2	\$138.5	\$156.7	12.3%
Asian Pacific-Owned	\$6.8	\$51.5	\$58.2	4.6%
Hispanic-Owned	\$448.6	\$114.9	\$563.6	44.1%
Native American-Owned	\$6.5	\$0.5	\$6.9	0.5%
Women-Owned (Caucasian)	\$211.2	\$102.1	\$313.3	24.4%
DBE Non-Minority	\$1.5	\$0.0	\$1.5	0.1%
<b>Total</b>	<b>\$769.5</b>	<b>\$507.9</b>	<b>\$1,277.4</b>	

The Tollway paid \$376.1 million, or 29.4 percent of total D/M/WBE contract payments, (\$230.1 million to construction contractors and \$146.0 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, 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%	\$9.7	6.9%	\$18.8	9.5%	\$27.6	15.4%	\$8.5	9.9%	\$11.3	11.5%
Asian Indian-Owned	\$2.1	3.0%	\$1.5	1.1%	\$8.6	4.4%	\$3.5	2.0%	\$1.2	1.4%	\$1.2	1.3%
Asian Pacific-Owned	\$0.0	0.1%	\$2.3	1.6%	\$0.7	0.4%	\$2.4	1.3%	\$0.8	0.9%	\$0.5	0.5%
Hispanic-Owned	\$47.9	68.3%	\$88.2	63.1%	\$119.9	61.0%	\$85.6	47.9%	\$50.6	58.8%	\$56.4	57.4%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$1.6	0.8%	\$2.1	1.2%	\$0.5	0.6%	\$2.2	2.2%
Women-Owned (Caucasian)	\$19.1	27.3%	\$38.1	27.2%	\$47.0	23.9%	\$57.4	32.2%	\$24.4	28.4%	\$25.1	25.6%
DBE Non-Minority	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$1.5	1.5%
<b>Total</b>	<b>\$70.1</b>		<b>\$139.8</b>		<b>\$196.6</b>		<b>\$178.6</b>		<b>\$86.1</b>		<b>\$98.3</b>	

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

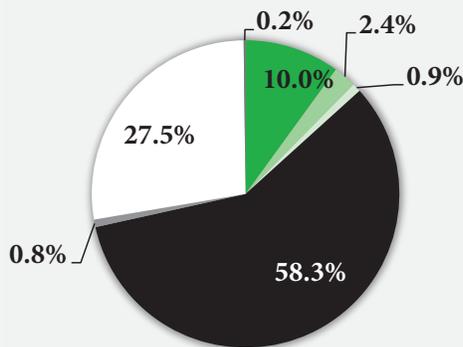
## PROFESSIONAL SERVICES CONTRACTS (in millions)

	2013		2014		2015		2016		2017		2018 YTD	
African American-Owned	\$10.1	14.0%	\$14.6	16.9%	\$17.5	19.0%	\$18.7	21.4%	\$14.2	20.4%	\$25.3	25.3%
Asian Indian-Owned	\$15.9	22.1%	\$25.3	29.2%	\$28.1	30.5%	\$24.7	28.4%	\$15.6	22.5%	\$28.8	28.7%
Asian Pacific-Owned	\$10.5	14.5%	\$10.1	11.6%	\$9.2	10.0%	\$8.9	10.2%	\$6.7	9.6%	\$6.2	6.2%
Hispanic-Owned	\$22.1	30.6%	\$20.0	23.0%	\$20.2	21.9%	\$19.0	21.8%	\$15.3	22.0%	\$18.4	18.4%
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%	\$21.4	21.3%
<b>Total</b>	<b>\$72.2</b>		<b>\$86.8</b>		<b>\$92.2</b>		<b>\$87.0</b>		<b>\$69.4</b>		<b>\$100.3</b>	

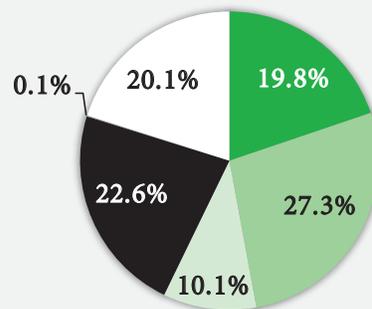
Percent shown is of total D/M/WBE payments.

## PERCENT OF D/M/WBE PAYMENTS - January 1, 2013 through December 31, 2018

CONSTRUCTION CONTRACTS



PROFESSIONAL SERVICES CONTRACTS



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

Data reported is through December 31, 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 December 31, 2018. During this time frame, the Tollway paid \$3.6 billion on construction and professional services contracts. Certified veteran-owned businesses were paid \$103.9 million, or 2.9 percent.

### CONSTRUCTION CONTRACTS

Of the \$2.6 billion the Tollway paid on construction contracts, \$90.3 million, or **3.5 percent**, went to veteran-owned businesses.

### PROFESSIONAL SERVICES CONTRACTS

Of the \$1.0 billion the Tollway paid on professional services contracts, \$13.6 million, or **1.4 percent**, went to veteran-owned business.

## VETERAN PAYMENTS BY YEAR (in millions) - January 1, 2015 through December 31, 2018

	2015		2016		2017		2018 YTD	
Construction Contracts	\$19.4	1.79%	\$15.8	2.05%	\$22.8	7.37%	\$32.3	7.49%
Professional Services Contracts	\$2.1	0.87%	\$3.6	1.46%	\$2.7	1.36%	\$5.1	1.92%
<b>Total Contracts</b>	<b>\$21.5</b>	<b>1.62%</b>	<b>\$19.4</b>	<b>1.91%</b>	<b>\$25.5</b>	<b>4.99%</b>	<b>\$37.4</b>	<b>5.37%</b>

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

## DIVERSE FIRMS - January 1, 2012 through December 31, 2018

Nearly one third of all firms working on Tollway projects since 2012 are D/M/WBE or veteran-owned firms, accounting for nearly 460 of the nearly 1,415 unique firms working since *Move Illinois* began. There have been nearly 940 firms that are new to the Tollway since 2012. More than one quarter of these are D/M/WBE or veteran owned firms.

### UNIQUE DIVERSE FIRMS

Of the more than 1,415 unique firms working since 2012, 460, or **32.5 percent** are certified D/M/WBE or veteran-owned firms.

### NEW DIVERSE FIRMS

Of the nearly 940 new firms, 260 or **27.7 percent** are certified D/M/WBE or veteran-owned firms.

	Number of Firms
Veteran-Owned Total	41
D/M/WBE Total	428
African American-Owned	85
Asian Indian-Owned	34
Asian Pacific-Owned	23
Hispanic-Owned	133
Native American-Owned	7
Women-Owned (Caucasian)	146

	Number of New Firms
Veteran-Owned Total	32
D/M/WBE Total	235
African American-Owned	55
Asian Indian-Owned	14
Asian Pacific-Owned	6
Hispanic-Owned	81
Native American-Owned	4
Women-Owned (Caucasian)	75

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# CONSTRUCTION CONTRACT EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

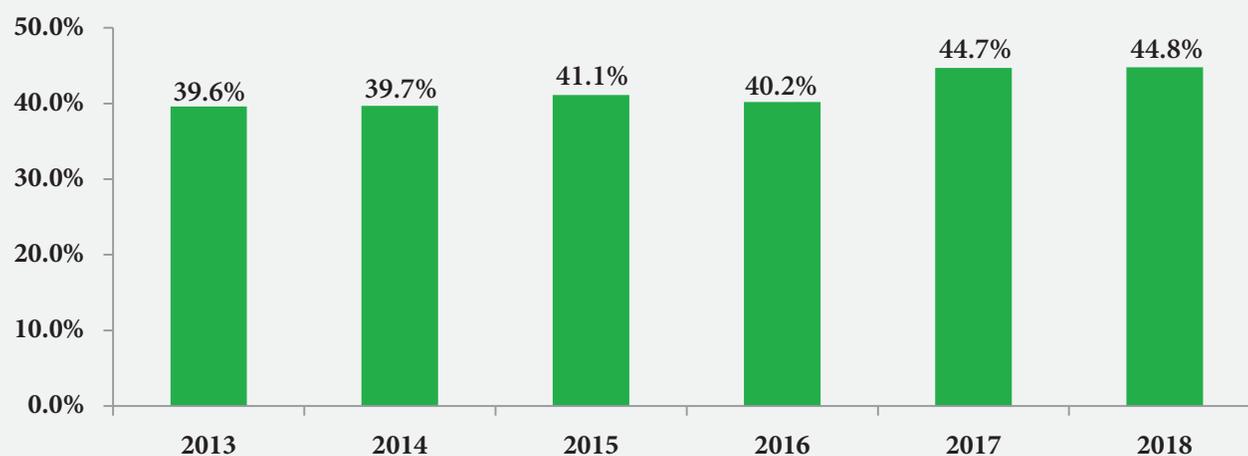
On construction contracts, the Illinois Tollway follows federal equal employment opportunity contract compliance standards and works in conjunction with local unions and awarded contractors to facilitate achievement of all workforce goals.

## WORKFORCE HOURS - January 1, 2013, through December 31, 2018

	Percent		Percent
African American	4.4%	Female	5.5%
Asian/Pacific Islander	0.9%	Male	94.5%
Hispanic-American	35.1%		
American Indian/Alaska Native	0.7%		
Caucasian	58.9%		

## MINORITY WORKFORCE HOURS BY YEAR

	2013	2014	2015	2016	2017	2018 YTD
African American	4.3%	4.8%	5.0%	4.1%	3.6%	3.2%
Asian/Pacific Islander	0.6%	0.9%	0.7%	1.0%	0.7%	1.4%
Hispanic-American	33.6%	33.1%	34.7%	34.5%	40.2%	39.8%
American Indian/Alaska Native	1.0%	0.9%	0.7%	0.7%	0.3%	0.4%
<b>Total</b>	<b>39.6%</b>	<b>39.7%</b>	<b>41.1%</b>	<b>40.2%</b>	<b>44.7%</b>	<b>44.8%</b>



## 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, 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 December 31, 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.

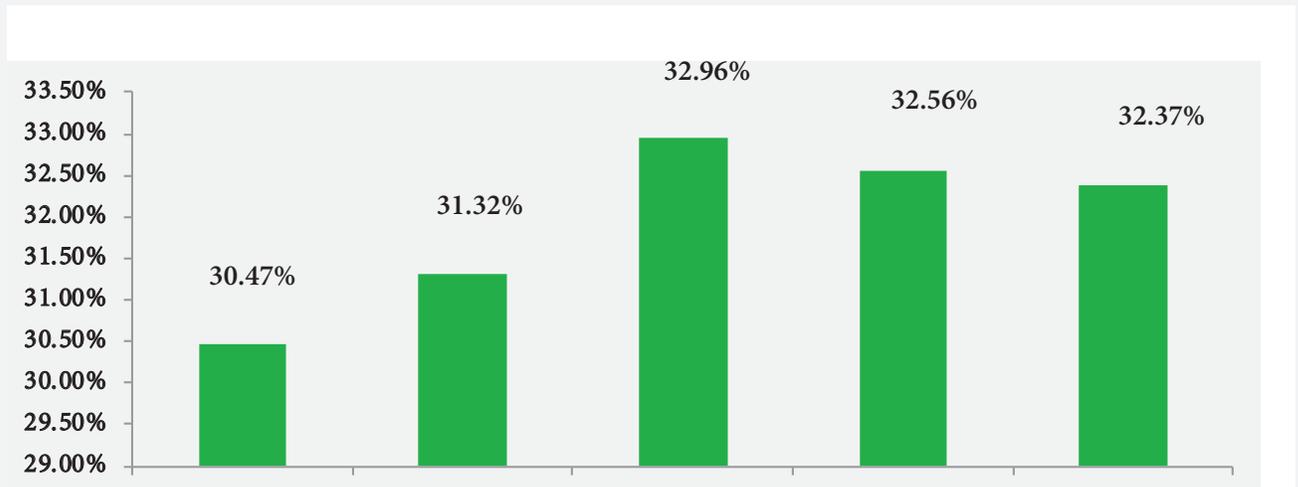
The Tollway participated in career and hiring events in conjunction with the Illinois Legislative Caucus Foundation Conference, as well as the 2018 West Side Hiring Fair and the KRA Chicago-Westside American Job Center Community Hiring Fair.

## TOTAL NUMBER OF EMPLOYEES

2014	1,306
2015	1,277
2016	1,419
2017	1,376
2018	1,313

## TOLLWAY WORKFORCE DEMOGRAPHICS

	2014	2015	2016	2017	2018 YTD
African-American	18.68%	19.03%	17.46%	17.37%	17.21%
Hispanic-American	7.27%	7.91%	7.82%	8.07%	8.30%
Asian-American	3.91%	3.60%	3.31%	3.49%	3.66%
American Indian/Alaska Native	0.08%	0.08%	0.07%	0.15%	0.23%
Veterans	4.40%	7.10%	6.20%	5.89%	6.40%
Females	34.46%	35.16%	35.00%	33.87%	32.90%
People with Disabilities	10.26%	11.20%	11.64%	10.54%	7.84%



2017 Tollway workforce demographics reported from January 1, 2017 through December 31, 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

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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 the Governor and Secretary of Transportation 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, Systems Review, and Diversity and Inclusion committees.

## 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.



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](http://ILLINOISTOLLWAY.COM/DOING-BUSINESS/DIVERSITY-DEVELOPMENT)