



Minutes of the
Diversity & Inclusion Committee Meeting

Record of Meeting | October 18, 2017

The Illinois State Toll Highway Authority (the “Tollway”) held the Diversity & Inclusion Committee Meeting on Wednesday, October 18, 2017 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 10:33 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 Joe Gomez
Director David Gonzalez

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 April 19, 2017.

Committee Chair Brooks called for a motion to approve **Committee Chair’s Item 1**, the Minutes of the regular Diversity & Inclusion Committee meeting held on April 19, 2017, as presented. Director Gomez made a motion for approval; seconded by Director Gonzalez. 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 Executive Director Greg Bedalov.

Executive Director's Items

Illinois Tollway Diversity Initiatives Update: Executive Director Bedalov 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.](#)

Upon conclusion of the presentation, Director Gomez asked if the funding of technical assistance programs is believed responsible for an increase in the number of minority firms being awarded Small Business Set Aside contracts. Mr. Giraldo responded affirmatively.

Director Gomez further inquired about measurable goals and expected outcomes of the technical assistance programs. Mr. Giraldo responded that the Tollway has performance measures articulated within the contracts for the Workforce Technical Assistance Programs to assess the effectiveness of providers, ensuring accountability and value received for Tollway resources. He further responded that meaningful data should be available late 2017 or early 2018.

Director Dotson also expressed his interest in data on the effectiveness of the technical assistance programs. He suggested that underserved areas may need additional targeting and commended Tollway staff on their efforts to date.

Director Gomez inquired about the participation of key stakeholders, in particular Illinois unions and road builders, and emphasized the importance of their participation. Mr. Giraldo responded that the Tollway has met with unions and had several meetings with the Equal Opportunity / DBE Committee of the Illinois Road & Transportation Builders Association to ensure the framework of the Partnering 4 Growth (P4G) program is embraced by the industry as its implementation is finalized. He highlighted that the industry has expressed strong interest in participating in the P4G program.

Upon conclusion of the discussion, Committee Chair Brooks stated that the Committee would next meet in December. He further announced the Diversity & Inclusion Committee will meet on a quarterly basis in 2018.

Adjournment



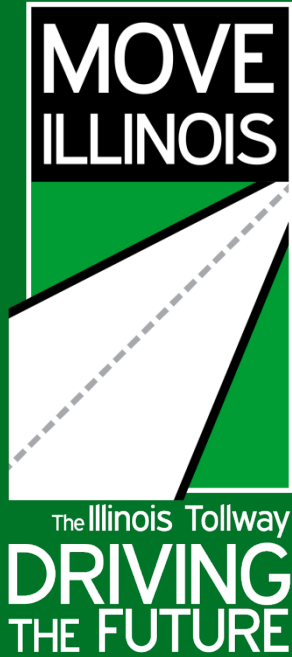
There being no further business before the Committee, Committee Chair Brooks requested a motion to adjourn. Motion to adjourn was made by Director Gomez; seconded by Director Gonzalez. Committee Chair Brooks then called for a vote. The motion was PASSED unanimously.

The Meeting was adjourned at approximately 10:52 a.m.

A handwritten signature in cursive script that reads "Christi Regnery".

Minutes taken by: _____

Christi Regnery
Board Secretary
Illinois State Toll Highway Authority



Illinois Tollway Diversity and Inclusion Committee Update

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

October 18, 2017

Agenda

Contractor Diversity

- Partnering for Growth (P4G) Program
- Waiving prequalification for unbundled contracts

Technical Assistance

- Technical Assistance Program
- Workforce Development Technical Assistance Program

Workforce Development

- Earned Credit Program

Diversity Department

- Cloud-based software solution contract
- Strategic planning/Diversity video project
- 3rd Quarter diversity statistics
- Government Leadership Award
- Upcoming meetings/events

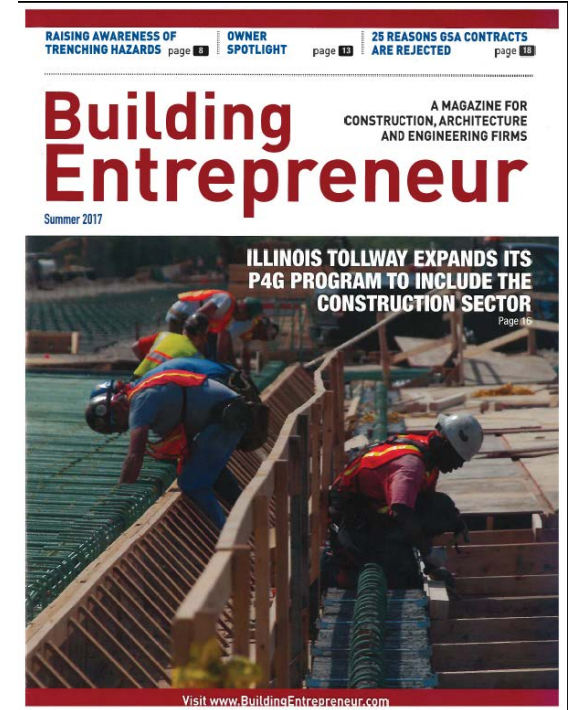
Contractor Diversity

P4G Program

- 15 prime contractors and protégés screened for construction program
- Information available on Tollway website
- Feature in industry trade publication

Studying appropriate substitute for IDOT prequalification on contracts under \$5 million

- IDOT prequal is participation barrier for small and diverse firms due to time and expense
- Prequalification is unnecessary at lower contract amounts
- Tollway performance bond requirement is accurate measure of contractor ability to perform work
- Require “similar work experience” document at time of bid
- Reviewed by Engineering, Legal and Risk Management
- Will not impact project safety



The Illinois Tollway
**DRIVING
THE FUTURE**

Technical Assistance for Businesses

Technical Assistance Program

- 13 programs open in four Tollway service areas
- More than 100 clients served this year
- More than 300 clients served since 2013
- More than 30 client firms have performed on Tollway contracts, including five firms awarded Small Business Set-Aside prime contracts



Inner-City Underwriting Agency Inc.
312-341-9080 * inner-city.net
Insurance * Benefits * Surety * Risk Management



Illinois Black Chamber
Of Commerce

Workforce Development Initiatives

Earned Credit Program

- Reaching 300 ECP hires and \$15 million in earned wages in 2017
- Reviewing marketing strategies to increase contractor and source agency participation
- Raising ECP bid credit cap for contractors and revising incentives to encourage hiring

Workforce Development RFP

- Under review by Chief Procurement Office
- May be advertised this fall



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Diversity Department

Cloud-based software solution

- Contract signed with B2Gnow effective October 15
- Creates new data collection system
- Initial rollout to occur within next 180 days

Government Leadership Award

- Illinois Hispanic Chamber of Commerce annual gala – October 25 at Hyatt Regency McCormick Place

Strategic Planning

- Developing new strategic plan

Video Project

- New Diversity video to highlight DBE Program impact on growing businesses



The Illinois Tollway
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THE FUTURE**

Diversity Program Statistics – 3rd Quarter

Tollway has paid \$89.8 million to DBE firms thus far in 2017

- 26.5 percent of all payments to construction and professional services firms this year

Payments by ethnicity

- 36.2 percent Hispanic
- 12.9 percent African American
- 11.4 percent Asian Indian
- 5.6 percent Asian Pacific
- 32.9 percent women

Tollway has paid \$14.1 million to veteran-owned businesses in 2017

- Nearly 4.1 percent of all payments to construction and professional services firms this year

Since 2012, a total of 395 firms working on *Move Illinois* were D/M/WBE or veteran-owned

- Equals 31 percent of all firms participating on *Move Illinois* projects (1,275 total unique firms)

Payments	
2013-2014	2015 - 3Q 2017
\$33,695,992	\$90,792,261
\$44,858,830	\$75,442,027
\$22,857,173	\$24,167,861
\$178,188,063	\$275,441,900
\$17,350	\$4,348,318
\$87,501,307	\$164,982,709
\$367,118,715	\$635,175,077
\$1,570,640,626	\$2,696,579,771
23.4%	23.6%

% of DBE Payments	
2013-2014	2015 - 3Q 2017
9.2%	14.3%
12.2%	11.9%
6.2%	3.8%
48.5%	43.4%
0.0%	0.7%
23.8%	26.0%



Recent/Upcoming Meetings and Events

Technical Assistance Program Meetings

- Construction Business Development Center
kickoff – August 8
- Illinois Hispanic Chamber of Commerce
kickoff – September 19
- GMA Construction Group kickoff – September 27
- Chicago Minority Supplier Development Council/Small Business
Association workshop – October 4
- HACIA cohort graduation – October 19
- Illinois Black Chamber of Commerce
kickoff – November 9
- GMA Construction Group Rockford – December 6

Diversity Advisory Council

- November 29

Move Illinois Quarterly/2018 Construction Networking Event

- November 16

DAC Committee Meetings

- Workforce Diversity – December
- Policy – December
- Programs – December



THANK YOU