



BUILDING FOR SUCCESS

State of Illinois' Commitment to Diversity



Presented by Chief Procurement Office for General Services
May 11, 2026



Please remain muted
for the duration of
the webinar

Questions can be
submitted via the
chat box and will be
answered during the
Q&A portion



HOUSEKEEPING RULES

WELCOME AND INTRODUCTIONS

State of Illinois' Commitment to Diversity

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DEI Definition:

Diversity, equity, and inclusion (DEI) refers to policies and initiatives designed to foster the representation, participation, and empowerment of underrepresented groups, including minorities, women, and persons with disabilities (WMD).





Introduction to Commitment to Diversity



What is Commitment to Diversity?



In 2021, the state procurement code was amended in Section 30 ILCS 500/20-15 to include a new evaluation factor called Commitment to Diversity (C2D) in the Request for Proposal (RFP) process.



“The point scoring methodology for competitive sealed proposals shall provide points for commitment to diversity. Those points shall be equivalent to 20% of the points assigned to the third part of the proposal, all other items.”

3 Parts:

- ▶ Technical score
- ▶ Commitment to Diversity
- ▶ Price



Key Factors

- ▶ BEP Goal Compliance
- ▶ Support for Diverse Businesses
- ▶ Revenue Engagement
- ▶ Supplier Diversity Programs
- ▶ Diversity in Leadership



The Change

- ▶ After evaluating 45 RFPs and seeing the problems the current system created, we set out to introduce a researched, easy, uniform, and most importantly, equitable factor.
- ▶ Switched to 6 categories. The added category is time, so that businesses with little money have another way to earn
- ▶ Each category has detailed instructions, so there is no confusion.
- ▶ Created tons of resources and teaching tools to make sure evaluators understand what is expected
- ▶ Made it the vendor's responsibility to submit verification, they sign off saying it is accurate, so that the evaluators don't need to worry about calling anyone.

The Affect

- ▶ The Commitment to Diversity program expands the impact of procurement beyond contract awards by rewarding vendors for actively promoting diversity, equity, and inclusion in their workforce, supply chains, and communities. By tying evaluation scores to these efforts and allowing vendors to review their scoring, the program incentivizes continuous improvement—encouraging vendors to adopt stronger DEI practices in order to achieve better outcomes in future procurements.
- ▶ This creates a broader, long-term effect that extends beyond state contracting, driving changes in company culture, increasing opportunities for diverse businesses and individuals, and strengthening community engagement. Stronger DEI practices also support economic growth by fostering innovation, expanding participation in the marketplace, and investing in the people and communities where these businesses operate.

Key Benefits of C2D

1. Encourages investment in Women, Minorities, and Persons with Disabilities (WMD) businesses.
2. Supports local communities and fosters systemic change.
3. Creates opportunities for vendors to align with DEI principles.




C2D Evaluation Process

Overview of C2D Evaluation Categories

- i. Business Enterprise Program (BEP) Goal Compliance
- ii. Subcontracting/Contracting with Women, Minority, or Persons with Disabilities (WMD) Businesses (not limited to BEP)
- iii. DEI Spend
- iv. DEI Time
- v. DEI Policies
- vi. Diversity in Staffing

Agency Combined Scoring Sheet:

Page 1: C2D Scoring Worksheet



Commitment to Diversity Agency Scoring Worksheet

Vendor: Test

Date: Test

Evaluator: test

Bid#: test

I. BEP Goal Compliance: Pass/Fail

Factor Answer	Potential Points	Actual Points
BEP Goal Met/Good Faith Effort Waiver/Self-fulfilling/No BEP Goal on Procurement	5	
Not answered/Answered no/Not Verified	0	

Verification Approved:

List of vendors and % goal met

U-Plan

No BEP Goal - No Verification Needed

Copy of Good Faith Effort Waiver

Comments:

Comment

II. Subcontracting/contracting with any WMDB (not limited to BEP) in the last calendar year outside of the current solicitation: Pass/Fail

Factor Answer	# Contracts	Potential Points	Actual Points
Contracted/Subcontracted (outside of BEP Goal)	+1	10	
No Contracts/Subcontracts (outside of BEP Goal)	0	0	

Verification Approved:

Receipts

Contracts

References

Comments:

Comment

III. DEI Spend

# DEI Spend Items	Total Percentage	Potential Points	Actual Points
	0%		0

C2D Scoring Worksheet
C2D Scoring
+

Agency Combined Scoring Sheet:

Page 2: C2D Scoring

Commitment to Diversity Score Sheet v.24.7				Vendor	Test
I. BEP Goal Compliance	Max Points	Actual	Comments	Date	Test
Goal Met/Waiver Supplied	5	0	Comment	Evaluator	test
II. Diverse Contracts/Subcontracts	Max Points	Actual	Comments	Bid#:	test
Has at least 1 WMD Contract/Sub	10	0	Comment		
III. % of Spend	Max Points	Actual	Comments		
Greater than 0	10		Comment		
1%	15	0			
2% +	20				
IV. # of Hours	Max Points	Actual	Comments		
1-8 hours	10		Comment		
9-16 hours	15	0			
17+ hours	20				
V. DEI Policies	Max Points	Actual	Comments		
Supplied & Actionable	10	0	Comment		
VI. Percentage of WMD Total Staff	Max Points	Actual	Comments		
10-20%	2		Comment		
21-30%	4				
31-40%	6	0			
41-50%	8				
51+%	10				
VI. % WMD Governing Board/Executive staff	Max Points	Actual	Comments		
0%	0		Comment		
1-10%	5				
11-20%	7	0			
21-30%	9				
31-40%	11				
41+%	13				
VI. % WMD Supervisors/Managers	Max Points	Actual	Comments		
0%	0		Comment		
1-10%	4				
11-20%	6	0			
21-30%	8				
31-40%	10				
41+%	12				
Total Points	Max Points	Actual			
	100	0.00			
Total Percent	Max Points	Actual			
	100%	0%			
Maximum Technical Score		500			

PLEASE FILL OUT SHEET 1 "C2D Scoring Worksheet" FIRST. All information entered will transfer over to this page. The ONLY thing needing to be entered in this page is the Maximum Technical Score.

I. Business Enterprise Program (BEP) Goal Compliance

▶ 5 Points

- ▶ Has the vendor met the set goal for contracting or subcontracting with businesses owned by women, minorities, or persons with disabilities, or completed a Good Faith Effort Waiver for this procurement? If there is no BEP goal, the points will automatically be awarded.

I. BEP Goal Compliance: Have you met the set goal for contracting or subcontracting with businesses owned by women, minorities, or persons with disabilities, or completed a Good Faith Effort Waiver for this procurement? **If there is no BEP goal, the 5 points will automatically be awarded.**

- BEP Goal met
- Good Faith Effort Waiver
- Self-fulfilling
- Bid has no BEP Goal

Verification:

- List of vendors and % goal met
- U-Plan
- Bid has no BEP Goal - No Verification Needed
- Copy of Good Faith Effort Waiver

III. DEI Spend

- ▶ **20 Points**
- ▶ Vendor's percentage of business, education, and/or community spend from prior year gross revenue that involves businesses owned by women, minorities, and/or persons with disabilities. The assisted business is not required to be BEP certified.

III. DEI Spend: Percentage of business, education, and/or community spend from prior calendar year gross revenue that involves businesses owned by women, minorities, and/or persons with disabilities. **The assisted business is not required to be certified in BEP.**

Item	Percent	Amount	Description

Verification:

- Proof of Transaction
- Receipts
- Contracts
- Purchase Description
- Flyer
- References
- Other: _____

Here are some examples of eligible DEI Spend activities that may apply:



Promoting diverse suppliers in public or private sector work.



Purchasing diversity/equity training programs for employees or leadership.



Providing equipment, supplies, or materials to WMD-owned businesses.



Offering low-interest loans to support WMD business growth.



Working with a DEI auditor or consultant to improve inclusive practices.



Donating to or sponsoring scholarships specifically for WMD individuals.



IV. DEI Time

- ▶ **20 Points**
- ▶ Vendor's hours spent in the prior year on promoting DEI in the workplace, the community, education institutes, or supporting businesses owned by women, minorities, or persons with disabilities. The assisted business is not required to be BEP certified. The success or failure of each event does not impact the points achieved.







IV. DEI Time: Hours spent in the prior calendar year on promoting DEI in the workplace, the community, education institutes, or supporting businesses owned by women, minorities, or persons with disabilities. **The assisted business is not required to be certified in BEP.** The success or failure of each event does not impact the points achieved.

Activity	Date	Hours	Description

Verification:

- Timesheet
- Event Flyer
- References
- Event Emails/pages
- Other: _____

Here are some examples of eligible DEI Time activities that may apply:

-  Assisted WMD businesses in obtaining equipment, supplies, materials, and services.
-  Hosted DEI employee forums.
-  Created and distributed materials regarding diversity and equity in your industry.
-  Represented your industry in diversity panels and classes.
-  Offered internship and mentorship opportunities for WMD.
-  Volunteered at school events and activities that provided education supporting diversity and equity.

V. DEI Policies

▶ **10 Points**

- ▶ Vendor has provided a written copy or website screenshot of their current written workforce diversity, equity, and inclusion ("DEI") policy. The policy provided must include actionable plans, not overarching concepts around DEI.

V. DEI Policies: The vendor has provided a written copy of, or screenshot of, their current written workforce diversity, equity, and inclusion ("DEI") policy.

Yes, we have actionable DEI Policies.

No, we do not have actionable DEI Policies.

Verification:

Screenshot of DEI policies from website

Attached policies



- ▶ **Actionable Plan:** Green Acres best serves our clients when we foster a diverse, equitable, and inclusive workplace. We have worked to create this environment through several programs and practices, including our Employee Resource Groups. Staff are encouraged to participate in any ERG that they identify with and are given a paid hour once a week to attend those groups.
- ▶ **Overarching Concept:** Green Acres is committed to workforce diversity, creating equity across our systems, and fostering and advancing a culture of inclusion. Our culture of belonging is about uniting different backgrounds, beliefs, abilities, and experiences in an environment where everyone feels valued and works together to achieve meaningful outcomes.



VI. Diversity in Staffing

▶ **35 Points**

- ▶ Vendor's % of individuals on governing board and/ or senior executives who identify as women, minorities, or persons with disabilities.
- ▶ Vendor's % of individuals in management /supervisor positions who identify as women, minorities, or persons with disabilities.
- ▶ Vendor's % of total staff who identify as women, minorities, or persons with disabilities.

To determine the percentage of WMD individuals in any role:

1. Divide the number of WMD staff by the total number of staff in the role.
2. Multiply by 100 to get the percentage.
3. Round up to the next whole percent if necessary. Ex. 0.45%=1%.

For example: if you have 10 board members and 5 are WMD, the calculation would be

$$(5/10) \times 100 = 50\%$$

Role	Number of WMD Staff	Percentage of WMD Staff	Types of Diversity	Number of Total Staff in Role
Staff				
Governing Board/ Executives				
Management/ Supervisors				

Verification:

- Attached staff list including role and diversity type
- Attached EEO Form



Resources and Support

▶ Contact information:

- Email: CPOGS.DEI@illinois.gov

▶ DEI Team:

- Mandy Lynn: mandy.lynn@illinois.gov

- Brie Urban-Haines: brie.urban-haines@illinois.gov



QUESTIONS

Presented on May 11, 2026

DIVERSITY AND STRATEGIC DEVELOPMENT

PROGRAMS

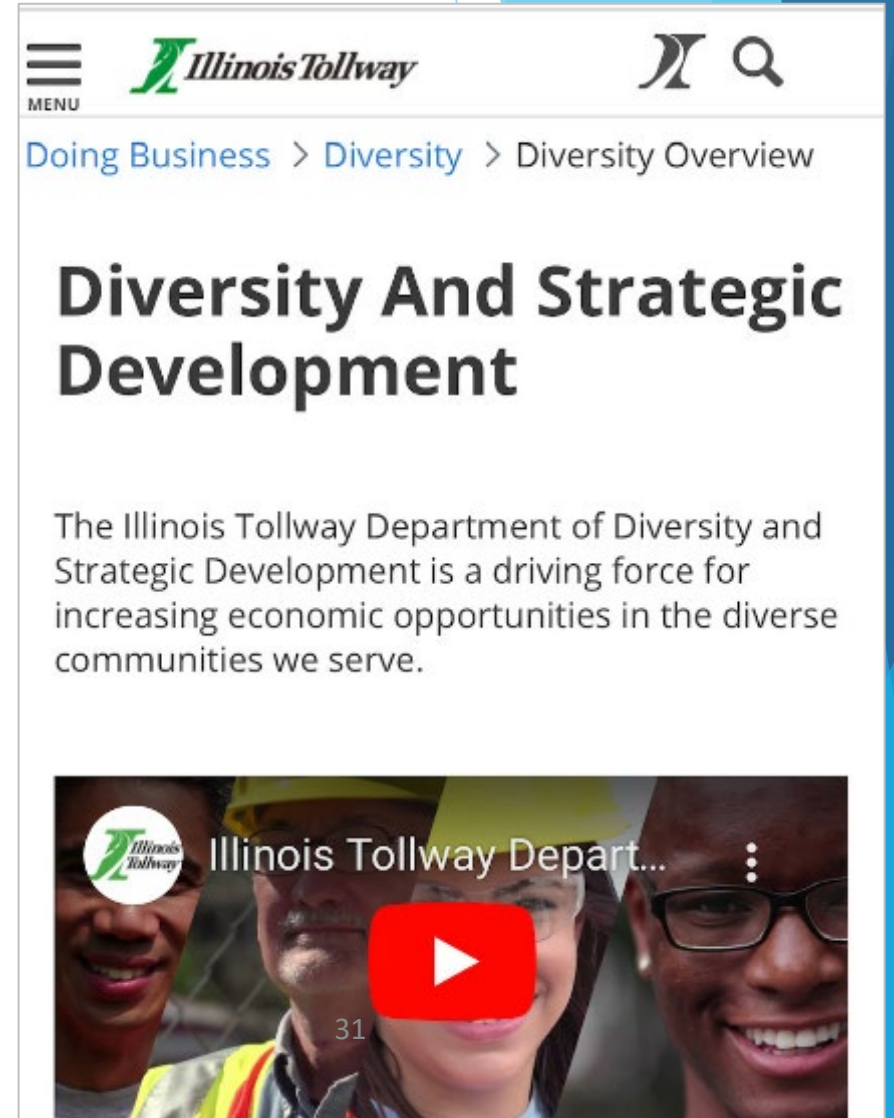
- Business assistance
- Mentoring and training
- Construction industry training and hiring opportunities

INITIATIVES

- Virtual outreach sessions
- Training webinars
- Contracting opportunity emails

REGISTER FOR TOLLWAY DIVERSITY ALERTS!

lperez@getipass.com



The screenshot shows the Illinois Tollway website's Diversity and Strategic Development page. At the top, there is a navigation bar with the Illinois Tollway logo, a search icon, and a menu icon. Below the navigation bar, the breadcrumb trail reads "Doing Business > Diversity > Diversity Overview". The main heading is "Diversity And Strategic Development". Below the heading, there is a paragraph of text: "The Illinois Tollway Department of Diversity and Strategic Development is a driving force for increasing economic opportunities in the diverse communities we serve." At the bottom of the screenshot, there is a video player showing a group of diverse people wearing hard hats, with a red play button in the center. The video title is "Illinois Tollway Depart..." and the duration is 31 minutes.

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SOCIAL MEDIA



THANK YOU

