



# Illinois Tollway **DIVERSITY**

*Driving Economic Opportunities*

Terry Miller

*Chief of Diversity and Strategic Development*

July 22, 2021

# AGENDA

## COMMITMENT TO DIVERSITY

- Statistics

## DISPARITY STUDY UPDATE

## DIVERSITY PROGRAMS

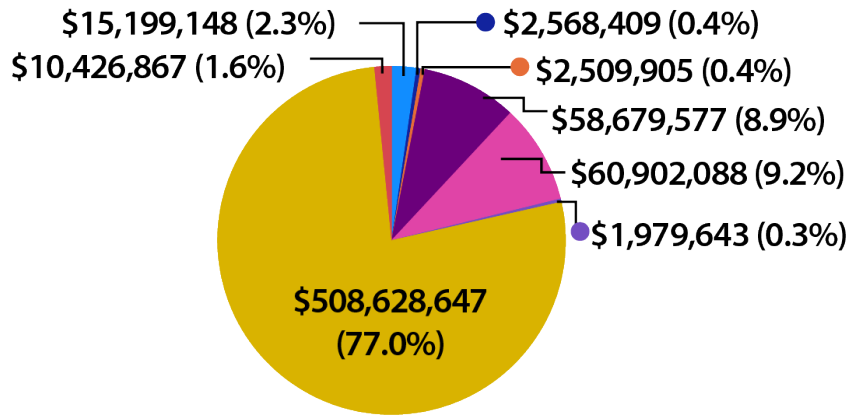
- Building for Success Webinar Series
- Small Business Initiative
- Partnering for Growth
- Earned Credit Program
- Stakeholder Engagement
- Technical Assistance
- ConstructionWorks



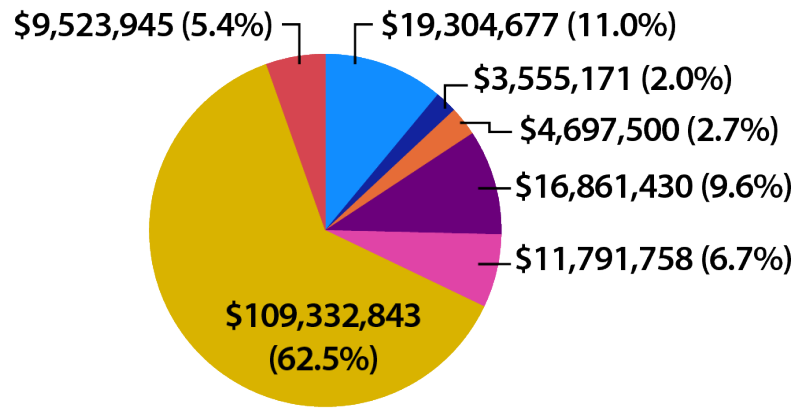
# CONSTRUCTION AND PROFESSIONAL SERVICES AWARDS

## 2019 vs. 2020

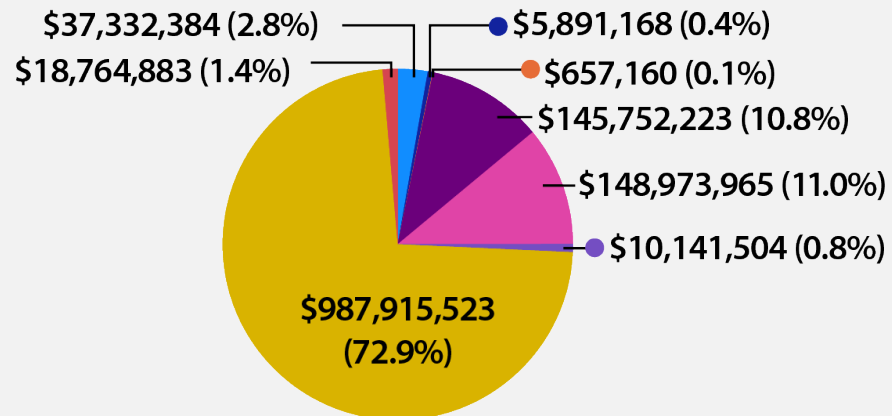
### 2019 CONSTRUCTION AWARDS



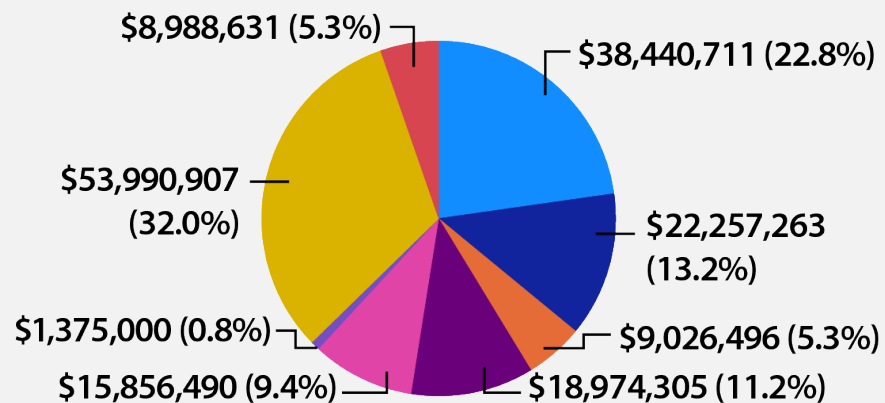
### 2019 PROFESSIONAL SERVICES AWARDS



### 2020 CONSTRUCTION AWARDS



### 2020 PROFESSIONAL SERVICES AWARDS



# DISPARITY STUDY UPDATE

## **Contracts executed**

- **Construction and Professional Engineering – May 2021**
- **Goods and Services – June 2021**

## **Internal stakeholder meetings**

## **Weekly progress meetings**

## **Began data collection**

## **First public meeting August 11, 2021**

# BUILDING FOR SUCCESS

## *Weekly Webinar Series*

### Success to date

- ✓ More than 3,500 attendees since July 2020
- ✓ Recent topics: Access to capital for small businesses, Assembling construction teaming agreements, Partnering for Growth Construction Program roundtable

### Summer topics



- Electronic bid submissions (BidBuy)
- Construction bid checklist review
- Small business contract administration
- City of Chicago bid opportunities
- Getting certified with the state of Illinois and/or City of Chicago

# SMALL BUSINESS INITIATIVE

## Accomplishments

155

Contractors  
enrolled in Tollway  
SBI



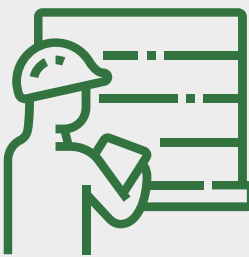
20

SBI/SBSP contracts  
awarded



70

Bids received on  
SBI/SBSP projects



10

Unique low bidders  
on SBI/SBSP  
contracts



# PARTNERING FOR GROWTH PROGRAM

## *Professional Services and Construction*

### Accomplishments

**190**

Total agreements  
to date



**30**

Protégé firms  
awarded Tollway  
prime contracts



**10**

Active  
Construction  
agreements



# PARTNERING FOR GROWTH PROGRAM

## *Updates*

- ✓ Expanded program to award up to \$100,000 in bid credits to construction protégés
- ✓ Hosted virtual matchmaking event to attract mentors for the construction program
- ✓ Held roundtable and conducted surveys to elicit feedback and incorporate lessons learned





# EARNED CREDIT PROGRAM

## Accomplishments

**525**

ECP-eligible people  
hired since program launch

**\$30 million**

in wages earned by ECP/CW  
candidates since 2007

## Latest improvements

- Increase number of eligible candidates entered in the online hiring portal
- Increase outreach to drive contractors to online hiring portal to find eligible workers

# STAKEHOLDER ENGAGEMENT

## Second Quarter Activity



- Illinois Road and Transportation Builders Association (IRTBA) EEO Committee
- Chicago Minority Supplier Development Council
- American Council of Engineering Companies D/M/WBE Committee
- Hispanic American Construction Industry Association
- City of Chicago Department of Procurement Services
- Chicago Transit Authority
- Illinois Department of Commerce & Economic Opportunity
- Bay Area Rapid Transit
- State Procurement Office - SBI Program Overview
- Technical Assistance Program Small Business Contract Case Study
- Local 150 (Alsip)



# STAKEHOLDER ENGAGEMENT SPOTLIGHT

## *Partnering For Growth Virtual Matchmaking Event*



**ATTRACT MENTOR  
PARTICIPATION,  
MAY 19**

- Roundtable discussion in collaboration with IRTBA members to discuss aspects of program



**INVITE POTENTIAL  
MENTORS  
JUNE 8**

- Interested mentors participated in virtual matchmaking event with emerging firms



**QUALIFY PROSPECTIVE  
PROTÉGÉS**

- Prospective protégés given an opportunity to match with established construction firms, assisted by Technical Assistance Providers



**MAXIMIZE VIRTUAL  
MATCHMAKING**

- Breakout rooms helped connect proteges and mentors who share common experience and goals



**MEASURING IMPACT**

- Two mentor-protégés relationships in development as result of event

# STAKEHOLDER ENGAGEMENT SPOTLIGHT

## *How to win with the Tollway - Case Study*



Roundtable discussion for more than 60 Technical Assistance Program clients interested in bidding on Tollway work



Discussion featured the Small Business Initiative, contract administration process, and advice from experienced firms Antigua and Semper Fi



Feedback from the event will be used to make program improvements

# TECHNICAL ASSISTANCE PROGRAM

## *Client Growth Since 2017*

### Accomplishments

**750**

Number of clients serviced

**500**

Number of bids submitted on Tollway construction contracts

**\$97 million**

Amount in loans/LOC

# TECHNICAL ASSISTANCE PROGRAM

## *Selections*

### **Recommended vendors**

- Inner-City Underwriting Agency
- Illinois Hispanic Chamber of Commerce

### **Contract Terms**

- Initial three-year term valued at \$9.5 million, with two one-year options
- Committed to exceed BEP and Vet participation goals
- Total value not to exceed \$15.9 million

### **Contract innovations**

- New three-prong accountability measures to determine full impact of services
- Expanded to include professional services firms
- Performance incentives to reward firms that exceed program goals
- Audited financial cost support for clients
- Focused service areas

# CONSTRUCTIONWORKS

## *Update and Extension*

### Program Update

- More than 250 candidates hired since 2018
- Nearly 40 candidates hired for Tollway contracts
- Nearly half of all enrolled candidates are African American, nearly one-quarter Hispanic

### Future of Program

- Recommend approving one-year extension not to exceed \$1,330,835.80
- Diversity preparing new RFP for 2022
- New RFP to focus on increased recruitment, more customized training and stronger links to contractors and local unions





# Q&A

