



Illinois Tollway **DIVERSITY**

Driving Economic Opportunities

**DIVERSITY AND INCLUSION COMMITTEE
2021 YEAR IN REVIEW**

*Terry Miller, Chief of Diversity and
Strategic Development*

FEBRUARY 17, 2022



AGENDA

OVERALL PARTICIPATION

SMALL BUSINESS OPPORTUNITIES

TRAINING AND MENTORING

TECHNICAL ASSISTANCE

WORKFORCE DEVELOPMENT

OUTREACH

DISPARITY STUDY



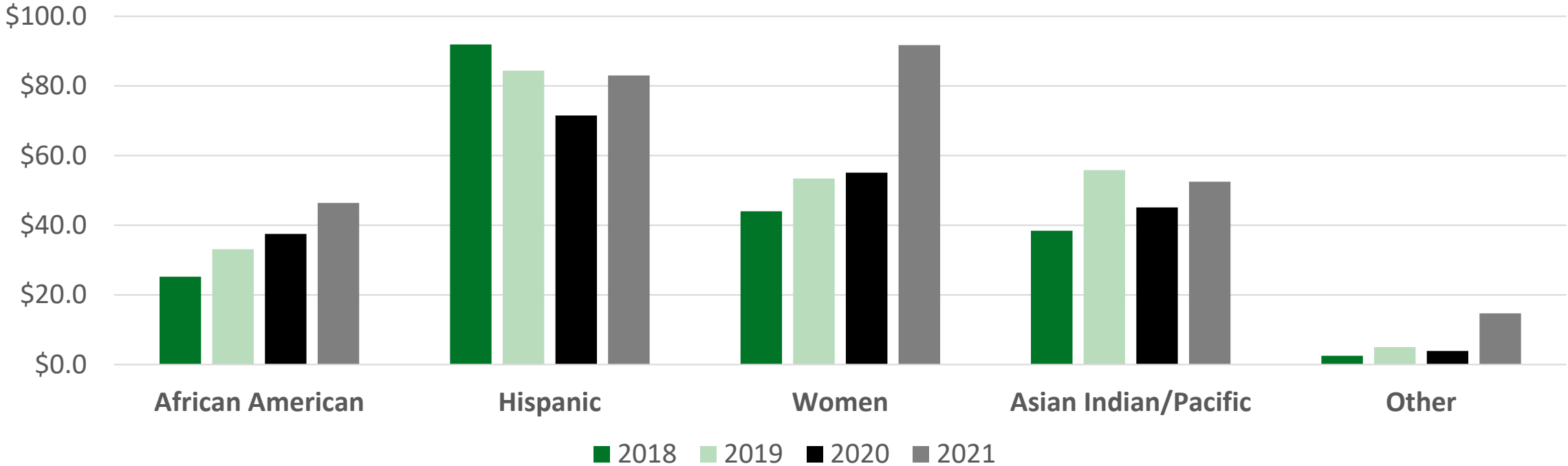
OVERALL PARTICIPATION



DBE SPEND PARTICIPATION

*Construction and Professional Services 2018-2021 Spend**

DBE SPEND



2018: \$202.1 million
2019: \$231.7 million
2020: \$213.1 million
2021: \$288.4 million

* = UNAUDITED Totals may not add due to rounding

CONSTRUCTION AND PROFESSIONAL SERVICES

2018-2021 Spend*

CONSTRUCTION SPEND				
	2018	2019	2020	2021
African American	\$7.0M 1.6%	\$9.6M 2.4%	\$8.9M 1.6%	\$22.2M 2.9%
Hispanic	\$65.6M 13.4%	\$56.5M 13.8%	\$48.0M 8.8%	\$64.0M 8.4%
Women	\$26.1M 5.3%	\$30.3M 7.4%	\$39.1M 7.15%	\$72.4M 9.5%
Other	\$4.8M 0.3%	\$7.7M 1.9%	\$7.7M 1.4%	\$11.3M 1.5%
DBE Subtotal	\$103.5M 21.2%	\$104.1M 25.4%	\$103.7M 19.0%	\$169.9M 22.3%
Non-DBE	\$369.2M 75.46%	\$295.7M 72.2%	\$433.4M 79.2%	\$578.2M 76.0%
Veteran	\$16.6M 3.4%	\$9.5M 2.3%	\$10.1M 1.8%	\$13.2M 1.7%
TOTAL	\$489.2M	\$409.3M	\$547.1M	\$761.3M

PROFESSIONAL SERVICES SPEND				
	2018	2019	2020	2021
African American	\$18.2M 7.1%	\$23.5M 7.6%	\$28.6M 10.7%	\$24.2M 9.8%
Hispanic	\$26.3M 10.3%	\$27.9M 9.1%	\$23.5M 8.8%	\$19.1M 7.7%
Women	\$17.9M 7.0%	\$23.1M 7.5%	\$16.0M 5.9%	\$19.3M 7.8%
Asian Indian/Pacific	\$36.1M 14.1%	\$52.0M 16.9%	\$40.0M 14.9%	\$46.7M 18.9%
Other	\$80.2K 0.03%	\$1.1M 0.4%	\$1.3M 0.5%	\$9.2M 3.7%
DBE Subtotal	\$98.5M 38.5%	\$127.5M 41.5%	\$109.5M 41.0%	\$118.5M 48.0%
Non-DBE	\$151.7M 59.2%	\$172.8M 56.2%	\$151.0M 56.5%	\$118.5M 47.9%
Veteran	\$5.8M 2.3%	\$7.3M 2.4%	\$6.9M 2.6%	\$10.2M 4.1%
TOTAL	\$255.9M	\$307.5M	\$267.3M	\$247.2M

* = UNAUDITED Totals may not add due to rounding

OVERALL BEP PARTICIPATION

2018-2021 BEP Spend*

GOODS AND SERVICES SPEND				
	2018	2019	2020	2021
African American	\$2.8M 1.8%	\$2.2M 2.3%	\$1.0M 1.7%	\$1.1M 1.2%
Hispanic	\$11.4M 7.5%	\$5.2M 5.4%	\$3.7M 5.9%	\$4.2M 4.7%
Women	\$4.3M 2.8%	\$5.5M 5.7%	\$2.1M 3.3%	\$5.2M 5.7%
Asian Indian/Pacific	\$16.0M 10.5%	\$11.8M 12.2%	\$6.2M 9.8%	\$8.4M 9.3%
Other	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%	\$1.1M 1.2%
BEP Subtotal	\$34.5M 22.6%	\$24.7M 25.6%	\$13.0M 20.7%	\$19.9M 22.1%
Non-BEP	\$117.9M 77.1%	\$71.6M 73.9%	\$49.8M 79.1%	\$69.0M 76.4%
Veteran	\$568.8K 0.4%	\$577.1K 0.6%	\$154.2K 0.2%	\$1.4M 1.6%
TOTAL	\$152.9M	\$96.8M	\$63.0M	\$90.3M

* = UNAUDITED

Totals may not add due to rounding



SMALL BUSINESS OPPORTUNITIES



SMALL BUSINESS INITIATIVE (SBI)

- ▶ Identifies select construction contracts, only small businesses can perform as primes or subcontractors
- ▶ Establishes small business goals for select construction contracts, up to 40% self-performance goals

SMALL BUSINESS CONTRACT TIERS



PROJECT SCOPES

- Demolition
- Electrical
- Vertical
- Structural
- Landscaping
- Grading/drainage
- General roadway



SMALL BUSINESS INITIATIVE

POWERED BY THE ILLINOIS TOLLWAY

Creating Opportunities for Inclusion

SMALL BUSINESS INITIATIVE (SBI)

2021 BY THE NUMBERS

► **28 contracts awarded**

- 21 Small Business Initiative contracts
- 7 Small Business Set-Aside contracts

Nearly
100
bids received

A total of
16
unique low bidders

More than
160
firms registered in
SBI

Nearly
80%
SBI registered firms
are diverse

MORE THAN
\$37.6 MILLION IN
SMALL BUSINESS
CONTRACTS AWARDED



SMALL BUSINESS INITIATIVE (SBI)/ROLLING OWNER CONTROLLED INSURANCE PROGRAM (ROCIP)

2021 BY THE NUMBERS

▶ 27 contracts awarded with Tollway’s ROCIP insurance

Nearly
\$36 million
In Small Business contracts
covered by ROCIP

More than
40
Unique firms working on
ROCIP contracts to date



SMALL BUSINESS INITIATIVE CONTRACT WINNING BIDS
WERE **5 PERCENT BELOW** ENGINEERS’ ESTIMATE



TRAINING AND MENTORING

PARTNERING FOR GROWTH PROGRAM

- ▶ Encourages contractors and consultants to assist small, diverse and veteran owned businesses in remaining self-sufficient, competitive and profitable
- ▶ Flexible agreements allow firms to gain experience on active contracts (professional services) or work together without a contract (construction)
- ▶ Tollway provides assistance with agreements



PARTNERING for GROWTH

POWERED BY THE ILLINOIS TOLLWAY

Taking your Business to the Next Level



PARTNERING FOR GROWTH PROGRAM

2021 BY THE NUMBERS



- ▶ Nearly 20 agreements executed
 - 10 professional services
 - 7 construction
- ▶ Executed new reverse agreement in professional services
 - ▶ Selected via QBS process and monitored by Engineering and Diversity Departments
- ▶ Streamlined paperwork to make managing relationships more efficient
- ▶ Began awarding bid credits to protégé firms in construction agreements

PROGRAM MILESTONES REACHED IN 2021

- ▶ Executed 200th overall agreement
- ▶ Executed 20th construction agreement





TECHNICAL ASSISTANCE



TECHNICAL ASSISTANCE

- ▶ Provides business development assistance to small, diverse and veteran-owned firms for increased business stability and growth in the transportation-related construction industry
- ▶ Services are customized to the firms' assessed strengths, challenges and needs
- ▶ Programs are self-paced or cohort-based (collaborative group setting)



TECHNICAL ASSISTANCE

POWERED BY THE ILLINOIS TOLLWAY

Equipping Businesses for Success



**750 CLIENTS
SERVICED SINCE
2017**

TECHNICAL ASSISTANCE PROGRAM *UPDATES AND IMPROVEMENTS*

- ▶ Awarded new contract in Fall 2021
- ▶ Expanded to provide services to professional services firms
- ▶ Increased financial support to remove barriers for emerging firms
- ▶ Greater accountability and key performance indicator data measurement to better assess program impacts
 - ▶ Bids submitted on Tollway projects, jobs created, bonding/lines of credit increased, certifications
- ▶ Offers incentives when providers exceed contract performance goals



Chicagoland | Aurora | Rockford | Waukegan



Chicago Downtown



WORKFORCE DEVELOPMENT



CONSTRUCTIONWORKS AND EARNED CREDIT PROGRAMS

CONSTRUCTIONWORKS

- ▶ Connects participants to network of experienced career and pre-apprenticeship training partners offering customized construction industry preparation
- ▶ Provides unprecedented access to key industry resources and supports services after employment to better assist with long-term career success
- ▶ Contractors earn bid credits for hiring candidates and up to \$100,000 in wage reimbursements when employed on Tollway projects



EARNED CREDIT PROGRAM

- ▶ Prime and subcontractors earn bid credits when they hire from a pool of underemployed minorities, women, eligible offenders and exonerated individuals, veterans and other economically disadvantaged individuals
- ▶ Race and gender-neutral program, candidates qualify based on income
- ▶ Contractors earn additional bonuses for retaining hires
- ▶ Tollway maintains online database to connect contractors with potential hires



CONSTRUCTIONWORKS AND EARNED CREDIT PROGRAMS

2021 BY THE NUMBERS

30

participants hired
in 2021

274

participants hired
since 2018

54

participants hired on
Tollway construction
projects since 2018

FUTURE IMPROVEMENTS

Allow contractors to earn
cash wage reimbursement
for non-skilled laborers



2021 BY THE NUMBERS

53

ECP-eligible people
hired in 2021

564

ECP-eligible people
hired since Program
launch

FUTURE IMPROVEMENTS

Increase contractor hiring
and retention bonuses



WORKFORCE DEVELOPMENT

Collaboration with ConstructionWorks and Organized Labor

Diversity staff meetings with Local 9 and Local 196 electricians

- ▶ Highlight awareness of ConstructionWorks and Earned Credit Programs
- ▶ Encourage placement of trained ConstructionWorks participants in union apprenticeships
- ▶ Enroll ConstructionWorks participants in CDL training classes to prepare them for union apprenticeships





OUTREACH



BUILDING FOR SUCCESS

Weekly Webinar Series



30-minute presentations, Mondays at 3 pm



Highlights key Tollway programs and initiatives and provides strategies for improving business operations



Leverages relationships with strategic partners/sister agencies



Sessions are recorded and posted online as resources for firms doing business with the Tollway

BUILDING FOR SUCCESS

Weekly Webinar Series

2021 BY THE NUMBERS

More than
2,800
attendees

Nearly
40
webinars hosted

Topics included getting certified with the State of Illinois, Tollway and IDOT Statement of Interest writing, City of Chicago procurement opportunities

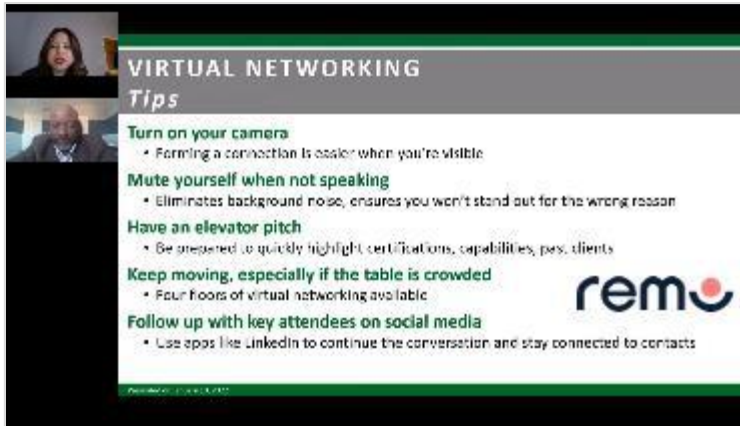


UPCOMING 2022 TOPICS INCLUDE:

- How to Use the BidBuy System
- How to do Business with the Tollway (Procurement, Contract Services, Compliance)
- Partnering for Growth – Reverse Relationships for Professional Services
- Partnering for Growth – Emerging Technology Relationships
- Writing effective Capability Statements

NETWORKING AND OUTREACH

TYPES OF KEY EVENTS



Professional Services/
Construction networking events



Speaking engagements
and presentations at
membership meetings



Diversity Advisory
Council meetings
(Policy/Programs, Workforce
Development committees)

MORE THAN **1,000 PEOPLE** HAVE ATTENDED
AT LEAST ONE TOLLWAY NETWORKING EVENT IN **2021**



DISPARITY STUDY



DISPARITY STUDY

- ▶ Colette Holt & Associates retained to study possible race or gender disparities in access to Tollway prime and subcontracting opportunities
- ▶ Study will also examine what remedies, if any, are appropriate to redress barriers created by race or gender discrimination
- ▶ Participation data under review, interviews with internal and external stakeholders begin in early 2022





THANK YOU