



Illinois Tollway **DIVERSITY**

Driving Economic Opportunities

**DIVERSITY AND INCLUSION COMMITTEE
2022 Q1 SNAPSHOT**

*Terry Miller, Chief of Diversity and
Strategic Development*

JUNE 16, 2022



AGENDA

PARTICIPATION

SMALL BUSINESS INITIATIVE

TRAINING AND MENTORING

TECHNICAL ASSISTANCE

WORKFORCE DEVELOPMENT

OUTREACH

DISPARITY STUDY



PARTICIPATION



CONSTRUCTION AND PROFESSIONAL SERVICES

2018-2022 Q1 Award*

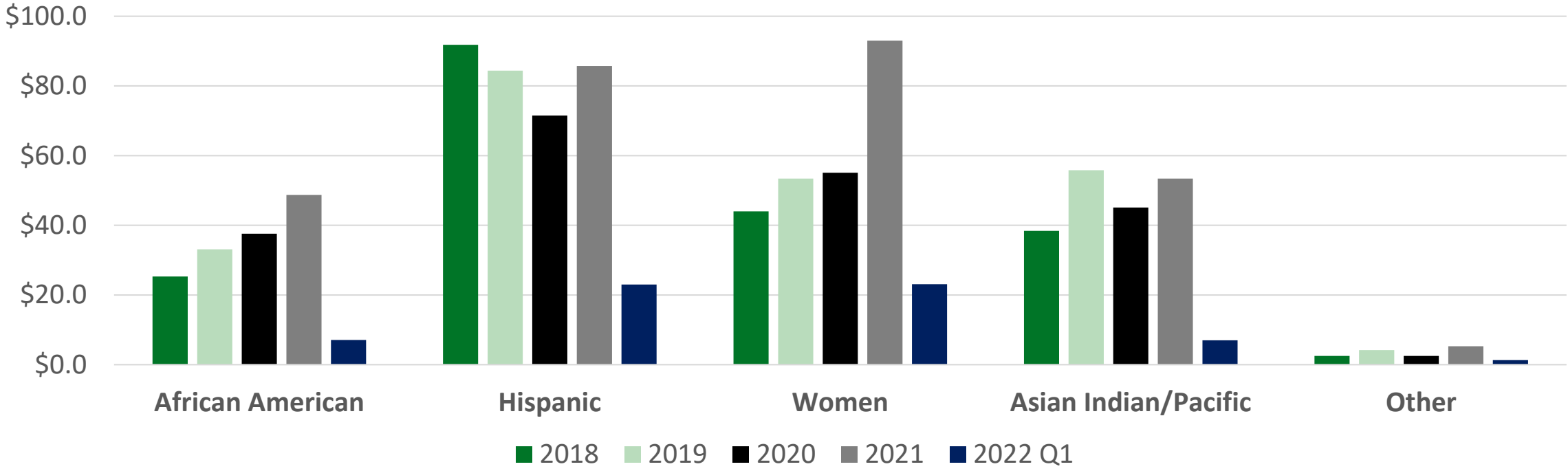
CONSTRUCTION AWARD					
	2018	2019	2020	2021	2022 Q1
African American	\$12.6M 2.0%	\$14.5M 2.2%	\$34.7M 2.6%	\$11.7M 2.1%	\$1.2M 1.1%
Hispanic	\$80.9M 13.0%	\$61.4M 9.3%	\$151.3M 11.2%	\$24.2M 4.3%	\$10.2M 9.4%
Women	\$35.6M 5.7%	\$61.3M 9.3%	\$146.8M 10.8%	\$76.2M 13.4%	\$11.1M 10.3%
Other	\$9.3M 1.5%	\$7.1M 1.1%	\$16.5M 1.2%	\$3.6M 0.6%	\$3.3M 3.0%
DBE Subtotal	\$138.5M 22.2%	\$144.5M 21.9%	\$349.3M 25.8%	\$115.7M 20.4%	\$25.8M 23.8%
Non-DBE	\$474.9M 76.2%	\$505.9M 76.5%	\$987.2M 72.8%	\$442.8M 78.1%	\$80.0M 74.0%
Veteran	\$9.6M 1.5%	\$10.5M 1.6%	\$18.8M 1.4%	\$8.4M 1.5%	\$2.3M 2.2%
TOTAL	\$623.0M	\$660.8M	\$1.3B	\$566.9M	\$108.1M

PROFESSIONAL SERVICES AWARD					
	2018	2019	2020	2021	2022 Q1
African American	\$27.8M 12.1%	\$19.3M 11.0%	\$38.2M 22.7%	\$21.6M 13.0%	\$6.4M 20.5%
Hispanic	\$16.5M 7.2%	\$11.6M 6.6%	\$15.5M 9.2%	\$29.2M 17.5%	\$0.6M 1.9%
Women	\$18.7M 8.1%	\$16.8M 9.6%	\$18.9M 11.3%	\$19.7M 11.8%	\$4.8M 15.1%
Asian Indian/Pacific	\$29.7M 12.9%	\$8.5M 4.8%	\$31.7M 18.8%	\$5.7M 3.4%	\$4.0M 12.7%
Other	\$0.2M 0.1%	\$0.0M 0.0%	\$1.4M 0.8%	\$0.2M 0.1%	\$0.1M 0.2%
DBE Subtotal	\$92.9M 40.4%	\$56.2M 32.1%	\$105.7M 62.7%	\$76.5M 45.8%	\$15.9M 50.3%
Non-DBE	\$127.5M 55.4%	\$109.3M 62.5%	\$53.9M 32.0%	\$83.2M 49.9%	\$12.4M 39.3%
Veteran	\$9.6M 4.2%	\$9.5M 5.4%	\$8.9M 5.3%	\$7.1M 4.3%	\$3.2M 10.3%
TOTAL	\$230.0M	\$175.0M	\$168.5M	\$166.7M	\$31.5M

DBE SPEND PARTICIPATION

*Construction and Professional Services 2018-2022 Q1 Spend**

DBE SPEND



2018: \$202.0M 2019: \$230.8M 2020: \$211.9M 2021: \$286.1M 2022: \$61.5M

* = UNAUDITED Totals may not add due to rounding

CONSTRUCTION AND PROFESSIONAL SERVICES

2018-2022 Q1 Spend*

CONSTRUCTION SPEND					
	2018	2019	2020	2021	2022 Q1
African American	\$7.0M 1.4%	\$9.6M 2.3%	\$8.9M 1.6%	\$22.2M 2.9%	\$2.2M 1.5%
Hispanic	\$65.6M 13.4%	\$56.5M 13.8%	\$48.0M 8.8%	\$64.5M 8.5%	\$17.0M 11.9%
Women	\$26.1M 5.3%	\$30.3M 7.4%	\$39.1M 7.2%	\$72.5M 9.5%	\$18.7M 13.1%
Other	\$4.8M 1.0%	\$7.7M 1.9%	\$7.5M 1.4%	\$10.7M 1.4%	\$1.4M 1.0%
DBE Subtotal	\$103.5M 21.2%	\$104.1M 25.4%	\$103.6M 18.9%	\$169.9M 22.3%	\$39.4M 27.5%
Non-DBE	\$369.2M 75.5%	\$295.7M 72.2%	\$433.4M 79.2%	\$578.2M 76.0%	\$101.7M 71.1%
Veteran	\$16.6M 3.4%	\$9.5M 2.3%	\$10.2M 1.9%	\$13.2M 1.7%	\$2.0M 1.4%
TOTAL	\$489.2M	\$409.3M	\$547.1M	\$761.3M	\$143.1M

PROFESSIONAL SERVICES SPEND					
	2018	2019	2020	2021	2022 Q1
African American	\$18.2M 7.1%	\$23.5M 7.6%	\$28.6M 10.7%	\$26.4M 10.7%	\$4.9M 8.3%
Hispanic	\$26.3M 10.3%	\$27.9M 9.1%	\$23.5M 8.8%	\$21.3M 8.6%	\$5.9M 10.0%
Women	\$17.9M 7.0%	\$23.1M 7.5%	\$16.0M 6.0%	\$20.5M 8.3%	\$4.4M 7.4%
Asian Indian/Pacific	\$36.1M 14.1%	\$52.0M 16.9%	\$40.0M 15.0%	\$47.6M 19.2%	\$6.3M 10.7%
Other	\$80.2K 0.03%	\$0.2M 0.1%	\$57.6K 0.02%	\$0.5M 0.2%	\$0.5M 0.9%
DBE Subtotal	\$98.5M 38.5%	\$126.6M 41.2%	\$108.2M 40.5%	\$116.2M 47.0%	\$22.0M 37.4%
Non-DBE	\$151.7M 59.3%	\$173.7M 56.5%	\$152.2M 56.9%	\$120.8M 48.9%	\$34.7M 58.7%
Veteran	\$5.8M 2.3%	\$7.3M 2.4%	\$6.9M 2.6%	\$10.2M 4.1%	\$2.3M 3.9%
TOTAL	\$255.9M	\$307.6M	\$267.3M	\$247.2M	\$59.0M

OVERALL BEP PARTICIPATION

2018-2022 Q1 BEP Spend*

GOODS AND SERVICES SPEND					
	2018	2019	2020	2021	2022 Q1
African American	\$2.8M 1.8%	\$2.2M 2.3%	\$1.0M 1.7%	\$1.1M 1.2%	\$0.3M 1.5%
Hispanic	\$11.4M 7.5%	\$5.2M 5.4%	\$3.7M 5.9%	\$4.6M 5.1%	\$0.9M 4.7%
Women	\$4.3M 2.8%	\$5.5M 5.7%	\$2.1M 3.3%	\$5.3M 5.8%	\$1.0M 5.1%
Asian Indian/Pacific	\$16.0M 10.5%	\$11.8M 12.2%	\$6.2M 9.8%	\$8.8M 9.8%	\$2.4M 12.2%
Other	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%
BEP Subtotal	\$34.5M 22.5%	\$24.7M 25.5%	\$13.0M 20.7%	\$19.8M 21.9%	\$4.7M 23.5%
Non-BEP	\$117.9M 77.1%	\$71.6M 73.9%	\$49.8M 79.1%	\$69.0M 76.4%	\$15.1M 75.7%
Veteran	\$0.6M 0.4%	\$0.6M 0.6%	\$0.2M 0.2%	\$1.6M 1.8%	\$0.2M 0.8%
TOTAL	\$152.9M	\$96.8M	\$63.0M	\$90.3M	\$19.9M

* = UNAUDITED

Totals may not add due to rounding



SMALL BUSINESS OPPORTUNITIES

SMALL BUSINESS INITIATIVE

2022 Q1 SNAPSHOT

► 8 contracts awarded

- 6 Small Business Initiative contracts
- 2 Small Business Set-Aside contracts

Nearly
40
bids received

A total of
8
unique low bidders

More than
160
firms registered

More than
70%
of bidders are DBE
or Vet firms

SINCE JANUARY 2021:
MORE THAN
\$53 MILLION IN SMALL
BUSINESS CONTRACTS
AWARDED

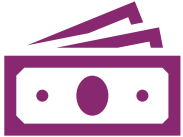


SMALL BUSINESS INITIATIVE/ROLLING OWNER-CONTROLLED INSURANCE PROGRAM

2022 Q1 SNAPSHOT

▶ 37 contracts awarded with Tollway’s Rolling Owner Controlled Insurance Program

More than
\$51 million
In Small Business contracts covered by ROCIP



More than
40
Unique firms working on contracts with ROCIP to date



SMALL BUSINESS INITIATIVE CONTRACT WINNING BIDS WERE NEARLY **28 PERCENT BELOW** ENGINEERS’ ESTIMATE

SMALL BUSINESS INITIATIVE

Emerging Technology Initiatives



SMALL BUSINESS INITIATIVE

POWERED BY THE ILLINOIS TOLLWAY

Creating Opportunities for Inclusion

- ▶ Increasing participation on electrical contracts
 - ▶ Gather feedback from established electrical contractors
 - ▶ Conduct focus groups with small electrical vendors
 - ▶ Offer/develop training opportunities
 - ▶ Reviewing Small Business bid packages to advertise bulk purchasing electrical opportunities





TRAINING AND MENTORING

PARTNERING FOR GROWTH

2022 YEAR TO DATE

- ▶ 12 agreements executed
- ▶ 8 additional professional services agreements pending approval in June
- ▶ Approved one new Emerging Technology agreement in construction
 - ▶ Short term agreement focuses on new technology training
 - ▶ Prepares small firms to bid on new construction bid packages utilizing 3D modeling for earthwork/grading



SINCE PROGRAM INCEPTION

- ▶ Nearly 215 total agreements including:
 - ▶ Nearly 190 professional services agreements
 - ▶ Nearly 25 construction agreements



EMERGING TECHNOLOGY

Automated Machine Guidance Training

- ▶ The Tollway has led implementation of Building Information Modeling for design and construction
- ▶ Held multiple virtual/hands-on training sessions on Automated Machine Guidance (AMG) technology for small and diverse businesses
 - ▶ February 22 (virtual training)
 - ▶ February 24 (Aurora M-8 maintenance site)
 - ▶ June 8 (Aurora M-8 maintenance site)
- ▶ More than 40 small businesses have participated thus far
- ▶ Advertising two bid packages featuring AMG technology exclusively for registered small businesses this summer
- ▶ Tollway will explore additional training opportunities





TECHNICAL ASSISTANCE



TECHNICAL ASSISTANCE

Updates

- ▶ Hosted 7 open house events for new locations
 - ▶ Chicago (Lawndale, Merchandise Mart, O’Hare)
 - ▶ Suburban (Aurora, Matteson, Rockford and Waukegan)
 - ▶ More than 160 attendees
 - ▶ Elected officials, business leaders in attendance



Chicagoland | Aurora | Rockford | Waukegan



Downtown Chicago



2022 Q1 SNAPSHOT

More than
\$10 million
In construction and
professional services
contracts awarded to
clients



Nearly
100
New firms successfully
recruited as clients





OUTREACH



BUILDING FOR SUCCESS

Weekly Webinar Series

Topics included:

- ▶ Small Business certification with the State of Illinois
- ▶ Vendor responsiveness on bids
- ▶ Emerging technology
- ▶ Rolling Owner-Controlled Insurance Program



BUILDING FOR SUCCESS

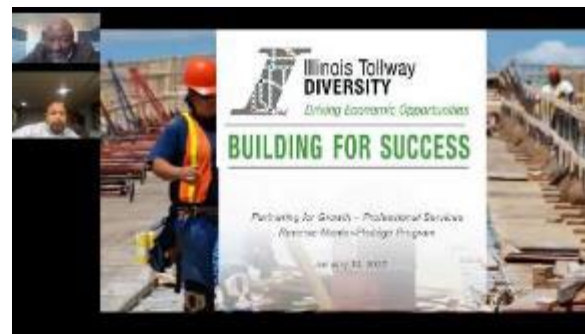
Webinar Series

2022 BY THE NUMBERS

Nearly
800
attendees



More than
10
webinars hosted

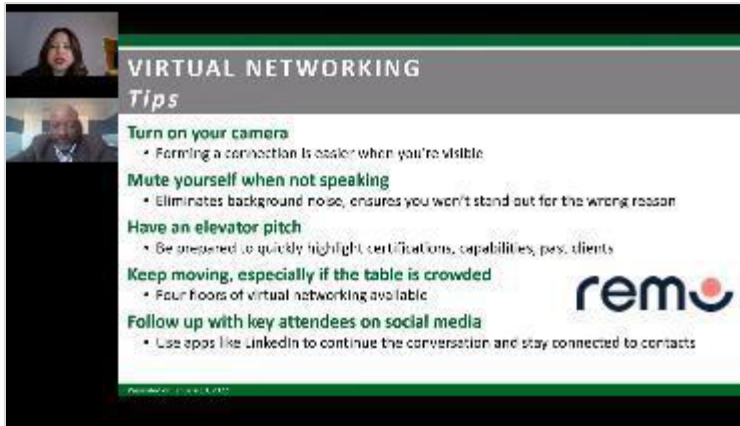


UPCOMING 2022 TOPICS

- How to Use the BidBuy System
- How to do Business with the Tollway (Procurement, Contract Services, Compliance)
- Partnering for Growth
- Upcoming Construction Bid Opportunities

MEETINGS AND OUTREACH

TYPES OF KEY EVENTS



Networking and open houses



Feedback and collaboration with external stakeholders



Sharing ideas and best practices with outside agencies



MORE THAN **1,100** PEOPLE HAVE ATTENDED
A TOLLWAY-HOSTED EVENT THIS YEAR



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
- ▶ Study remains on schedule for completion by end of 2022





WORKFORCE DEVELOPMENT



WORKFORCE DEVELOPMENT

Collaboration with ConstructionWorks and Organized Labor

Diversity staff coordination with Local 150, Local 9 and Local 196

- ▶ Highlighting benefits of ConstructionWorks and Earned Credit Program
- ▶ Enrolling first-year apprentices in Tollway Online Hiring Portal
- ▶ Enrolling ConstructionWorks participants in CDL training classes to prepare them for union apprenticeships



CONSTRUCTIONWORKS AND EARNED CREDIT PROGRAM

2022 YEAR TO DATE

10

participants hired
in 2022

284

participants hired
since 2018

55

participants hired on
Tollway construction
projects since 2018

RECENT IMPROVEMENTS

- Offering direct assistance for contractors to meet EEO goals at start of contract
- Community events to increase enrollment/access to services



2022 YEAR TO DATE

6

ECP-eligible people
hired in 2022

588

ECP-eligible people
hired since program
launch

FUTURE IMPROVEMENTS

- Revise program to encourage greater retention of ECP-eligible workers



CONSTRUCTIONWORKS

Future Actions

- ▶ Introduce contract renewal in an amount not to exceed approximately \$1.3 million
- ▶ If approved, renewal will allow the Chicago Cook Workforce Partnership to continue services for one year
- ▶ The Partnership is committed to exceeding revised contract goals of 30 percent BEP and 4 percent veteran goals for this renewal
- ▶ Issue new RFP for workforce development services later this year and award in 2023



ConstructionWorks

POWERED BY THE ILLINOIS TOLLWAY

Teaching Trades, Building Careers



THANK YOU