



Record of Meeting | December 15, 2022

The Illinois State Toll Highway Authority (“Tollway”) held the regularly scheduled Diversity & Inclusion Committee meeting on Thursday, December 15, 2022, in the Boardroom of Tollway Headquarters in Downers Grove, Illinois. The meeting was held pursuant to the By-Laws of the Tollway upon call and notice of the meeting executed by Chair Dorothy Abreu and posted in accordance with the requirements of the Open Meetings Act, 5 ILCS 120/1, *et seq.* 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

Director Gomez called the Meeting to order at approximately 8:10 a.m. She then asked the Board Secretary to call the roll, those Directors present and absent being as follows:

Committee Members Present:
Director James Connolly
Director Jacqueline Gomez
Director Karen McConnaughay
Director James Sweeney

Committee Members Not Present:
none

Other Directors Present:
Chair Dorothy Abreu
Director Alice Gallagher
Director Scott Paddock
Director Gary Perinar

The Board Secretary declared a quorum present.

Public Comment

Director Gomez opened the floor for public comment. No public comment was offered.

Committee Chair’s Items



Director Gomez entertained a motion to approve **Committee Chair's Item 1**, the Minutes of the regular Diversity & Inclusion Committee meeting held on June 16, 2022, as presented. Director Connolly made a motion to approve the Minutes, seconded by Director McConnaughay. Director Gomez asked that the roll be called on the motion, the vote of yeas and nays being as follows:

Yeas: Director Connolly, Director McConnaughay, Director Sweeney, Director Gomez (4)

Nays: (0)

The motion PASSED.

Having no further items, Director Gomez called on Executive Director Cassandra Rouse.

Executive Director's Items

Executive Director Rouse introduced Terry Miller, Chief of Diversity & Strategic Development, to present to the Committee a review of the Tollway's major diversity and inclusion accomplishments for 2022. Mr. Miller reviewed progress in the Tollway's Small Business Initiative program, training and mentoring, technical assistance, workforce development, agency outreach and the disparity study currently in progress. [See attached presentation.](#)

Director Gomez thanked Mr. Miller for his presentation.

Items for Consideration

Diversity & Strategic Development

Executive Director Rouse called on Mr. Miller to present to the Committee the following item:

Item 1: Award of Contract 22-0164 to Chicago Cook Workforce Partnership for the purchase of Workforce Development Technical Assistance Initiative Services in an amount not to exceed \$885,010.00 (Tollway Sole Source).

Upon conclusion of the presentation and discussion of this item, Director Gomez entertained a motion to approve **Diversity & Strategic Development Item 1**, as presented. Director Connolly made a motion to approve this item, seconded by Director McConnaughay. Director Gomez asked that the roll be called on the motion, the vote of yeas and nays being as follows:

Yeas: Director Connolly, Director McConnaughay, Director Sweeney, Director Gomez (4)

Nays: (0)

The motion PASSED.



Adjournment

There being no further business before the Committee, Director Gomez entertained a motion to adjourn. Director Connolly made a motion to adjourn, seconded by Director McConnaughay. Director Gomez asked that the roll be called on the motion, the vote of yeas and nays being as follows:

Yeas: Director Connolly, Director McConnaughay, Director Sweeney, Director Gomez (4)

Nays: (0)

The motion PASSED.

The Meeting was adjourned at approximately 8:40 a.m.

Minutes taken by: _____

Christi Regnery
Board Secretary
Illinois State Toll Highway Authority



Illinois Tollway **DIVERSITY**

Driving Economic Opportunities

**DIVERSITY AND INCLUSION COMMITTEE
2022 UPDATE**

*Terry Miller, Chief of Diversity and
Strategic Development*

DECEMBER 15, 2022



AGENDA

SUCCESS STORY

PARTICIPATION

SMALL BUSINESS INITIATIVE

PARTNERING FOR GROWTH

TECHNICAL ASSISTANCE

OUTREACH

DISPARITY STUDY

WORKFORCE DEVELOPMENT

Play TA Program Client Video



PARTICIPATION



CONSTRUCTION AND PROFESSIONAL SERVICES

2018-2022 Q3 Award*

CONSTRUCTION AWARD					
	2018	2019	2020	2021	2022 (thru Q3)
African American	\$12.6M 2.0%	\$14.6M 2.2%	\$34.7M 2.6%	\$11.7M 2.1%	\$3.9M 0.5%
Hispanic	\$81.1M 13.0%	\$61.4M 9.3%	\$150.7M 11.1%	\$24.4M 4.3%	\$98.1M 11.4%
Women	\$35.6M 5.7%	\$61.4M 9.3%	\$146.8M 10.8%	\$76.2M 13.4%	\$76.0M 8.9%
Other	\$9.7M 1.5%	\$7.1M 1.1%	\$16.5M 1.2%	\$3.6M 0.6%	\$11.1M 1.3%
DBE Subtotal	\$138.9M 22.2%	\$144.5M 21.9%	\$348.8M 25.7%	\$115.9M 20.5%	\$189.1M 22.0%
Non-DBE	\$474.4M 76.2%	\$505.9M 76.5%	\$987.7M 72.9%	\$442.4M 78.0%	\$660.3M 77.0%
Veteran	\$9.7M 1.6%	\$10.5M 1.6%	\$18.9M 1.4%	\$8.7M 1.5%	\$8.2M 1.0%
TOTAL	\$623.0M	\$660.9M	\$1.3B	\$566.9M	\$857.6M

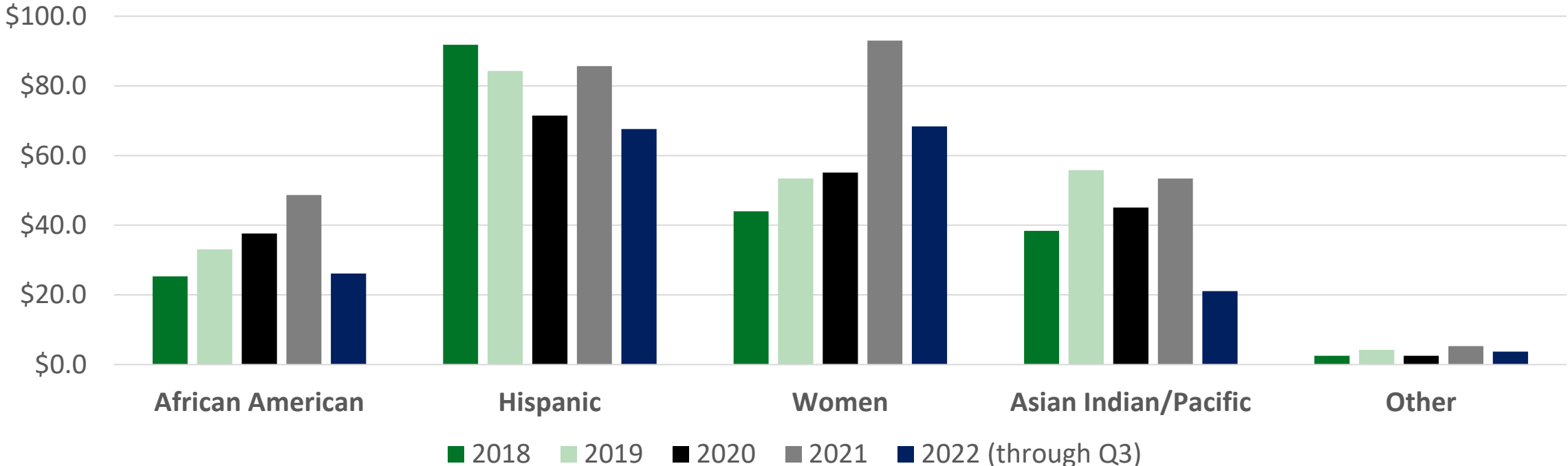
PROFESSIONAL SERVICES AWARD					
	2018	2019	2020	2021	2022 (thru Q3)
African American	\$27.8M 12.1%	\$19.3M 11.0%	\$38.2M 22.7%	\$21.6M 12.8%	\$21.2M 15.9%
Hispanic	\$16.5M 7.2%	\$11.6M 6.6%	\$15.5M 9.2%	\$29.2M 17.3%	\$12.2M 9.1%
Women	\$18.7M 8.1%	\$16.8M 9.6%	\$18.9M 11.3%	\$19.7M 11.6%	\$11.4M 8.5%
Asian Indian/Pacific	\$29.7M 12.9%	\$8.5M 4.8%	\$31.7M 18.8%	\$5.7M 3.4%	\$19.6M 14.7%
Other	\$0.2M 0.1%	\$0.0M 0.0%	\$1.4M 0.8%	\$0.2M 0.1%	\$0.06M 0.1%
DBE Subtotal	\$92.9M 40.4%	\$56.2M 32.1%	\$105.7M 62.7%	\$76.4M 45.2%	\$64.5M 48.3%
Non-DBE	\$127.5M 55.4%	\$109.3M 62.5%	\$53.9M 32.0%	\$85.6M 50.6%	\$59.5M 44.6%
Veteran	\$9.6M 4.2%	\$9.5M 5.4%	\$8.9M 5.3%	\$7.1M 4.2%	\$9.5M 7.1%
TOTAL	\$230.0M	\$175.0M	\$168.5M	\$169.1M	\$133.4M

* = UNAUDITED Totals may not add due to rounding

DBE SPEND PARTICIPATION

*Construction and Professional Services 2018-2022 Q3 Spend**

DBE SPEND



2018: \$202.0M 2019: \$230.8M 2020: \$211.8M 2021: \$286.1M 2022 (through Q3): \$186.9M

* = UNAUDITED Totals may not add due to rounding

CONSTRUCTION AND PROFESSIONAL SERVICES

2018-2022 Q3 Spend*

CONSTRUCTION SPEND					
	2018	2019	2020	2021	2022 (thru Q3)
African American	\$7.0M 1.4%	\$9.6M 2.3%	\$8.9M 1.6%	\$22.2M 2.9%	\$6.5M 1.3%
Hispanic	\$65.6M 13.4%	\$56.5M 13.8%	\$48.0M 8.8%	\$64.5M 8.5%	\$50.1M 9.8%
Women	\$26.1M 5.3%	\$30.3M 7.4%	\$39.1M 7.2%	\$72.5M 9.5%	\$56.1M 10.9%
Other	\$4.8M 1.0%	\$7.7M 1.9%	\$7.5M 1.4%	\$10.7M 1.4%	\$5.6M 1.1%
DBE Subtotal	\$103.5M 21.2%	\$104.1M 25.4%	\$103.6M 18.9%	\$169.9M 22.3%	\$118.3M 23.1%
Non-DBE	\$369.2M 75.5%	\$295.7M 72.2%	\$433.4M 79.2%	\$578.2M 76.0%	\$386.3M 75.5%
Veteran	\$16.6M 3.4%	\$9.5M 2.3%	\$10.2M 1.9%	\$13.2M 1.7%	\$7.0M 1.4%
TOTAL	\$489.2M	\$409.3M	\$547.1M	\$761.3M	\$511.5M

PROFESSIONAL SERVICES SPEND					
	2018	2019	2020	2021	2022 (thru Q3)
African American	\$18.2M 7.1%	\$23.5M 7.6%	\$28.6M 10.7%	\$26.4M 10.7%	\$19.6M 11.4%
Hispanic	\$26.3M 10.3%	\$27.9M 9.1%	\$23.5M 8.8%	\$21.3M 8.6%	\$17.5M 10.2%
Women	\$17.9M 7.0%	\$23.1M 7.5%	\$16.0M 6.0%	\$20.5M 8.3%	\$12.4M 7.2%
Asian Indian/Pacific	\$36.1M 14.1%	\$52.0M 16.9%	\$40.0M 15.0%	\$47.6M 19.2%	\$18.3M 10.7%
Other	\$80.2K 0.03%	\$0.2M 0.1%	\$57.6K 0.02%	\$0.5M 0.2%	\$0.8M 0.5%
DBE Subtotal	\$98.5M 38.5%	\$126.6M 41.2%	\$108.2M 40.5%	\$116.2M 47.0%	\$68.6M 40.1%
Non-DBE	\$151.7M 59.3%	\$173.7M 56.5%	\$152.2M 56.9%	\$120.8M 48.9%	\$96.5M 56.3%
Veteran	\$5.8M 2.3%	\$7.3M 2.4%	\$6.9M 2.6%	\$10.2M 4.1%	\$6.2M 3.6%
TOTAL	\$255.9M	\$307.6M	\$267.3M	\$247.2M	\$171.3M

* = UNAUDITED Totals may not add due to rounding

OVERALL BEP PARTICIPATION

2018-2022 Q3 BEP Spend*

GOODS AND SERVICES SPEND					
	2018	2019	2020	2021	2022 (thru Q3)
African American	\$2.8M 1.8%	\$2.2M 2.3%	\$1.0M 1.7%	\$1.1M 1.2%	\$1.9M 2.7%
Hispanic	\$11.4M 7.5%	\$5.2M 5.4%	\$3.7M 5.9%	\$4.6M 5.1%	\$3.2M 4.7%
Women	\$4.3M 2.8%	\$5.5M 5.7%	\$2.1M 3.3%	\$5.3M 5.8%	\$3.6M 5.2%
Asian Indian/Pacific	\$16.0M 10.5%	\$11.8M 12.2%	\$6.2M 9.8%	\$8.8M 9.8%	\$8.9M 13.0%
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%	\$17.6M 25.6%
Non-BEP	\$117.9M 77.1%	\$71.6M 73.9%	\$49.8M 79.1%	\$69.0M 76.3%	\$50.5M 73.6%
Veteran	\$0.6M 0.4%	\$0.6M 0.6%	\$0.2M 0.2%	\$1.6M 1.8%	\$0.6M 0.8%
TOTAL	\$152.9M	\$96.8M	\$63.0M	\$90.3M	\$68.6M

* = UNAUDITED Totals may not add due to rounding



SMALL BUSINESS OPPORTUNITIES

SMALL BUSINESS INITIATIVE

2022 YEAR TO DATE

► 16 contracts awarded

- 12 Small Business Initiative contracts
- 4 Small Business Set-Aside contracts

Nearly
70
bids received

A total of
12
unique low bidders

More than
190
firms registered

More than
70%
of bidders are DBE
or Vet firms

SINCE JANUARY 2021:
MORE THAN
\$65 MILLION IN SMALL
BUSINESS CONTRACTS
AWARDED



SMALL BUSINESS INITIATIVE/ROLLING OWNER-CONTROLLED INSURANCE PROGRAM

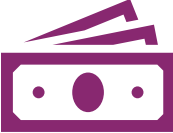
SINCE JANUARY 2021

▶ 44 contracts awarded with the Tollway Rolling Owner-Controlled Insurance Program insurance

More than

\$64 million

In small business contracts covered by ROCIP



More than

60

Unique firms working on contracts with ROCIP to date





TRAINING AND MENTORING

PARTNERING FOR GROWTH PROGRAM

2022 YEAR TO DATE

- ▶ 27 agreements executed

22	5
Professional Services	Construction

- ▶ Approved five reverse agreements in professional services
 - ▶ Small/diverse/veteran-owned business serve as primes and are mentored by a larger firm in area of growth

SINCE PROGRAM INCEPTION

- ▶ More than 200 professional services and 25 construction agreements
 - ▶ Nearly \$170 million earned by professional services protégés
 - ▶ Construction protégés awarded nearly \$1 million in bid credits
 - ▶ Nearly 50 firms have gone from protégé to prime



EMERGING TECHNOLOGY INITIATIVE

Closed-Circuit TV Camera (CCTV) Installation Training

- ▶ The Tollway hosted an informational webinar (10/17)
- ▶ Tollway obtained commitments from the CCTV camera manufacturer to assist prospective camera installation contractors including
 - ▶ In-person training session (11/1)
 - ▶ Certification class by CCTV manufacturer (11/16)
- ▶ Approach was successful with automated machine guidance technology training
 - ▶ Advertised two Small Business Initiative contracts, received 13 bids





TECHNICAL ASSISTANCE



TECHNICAL ASSISTANCE PROGRAM

THROUGH Q3 2022

More than
230
Tollway bids
and proposals
submitted



More than
550
Jobs created by client
firms



More than
130
New firms
recruited as clients



MORE THAN **\$37 MILLION** IN CONSTRUCTION
AND PROFESSIONAL SERVICES CONTRACTS AWARDED



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
2,000
attendees



Nearly
30
webinars hosted

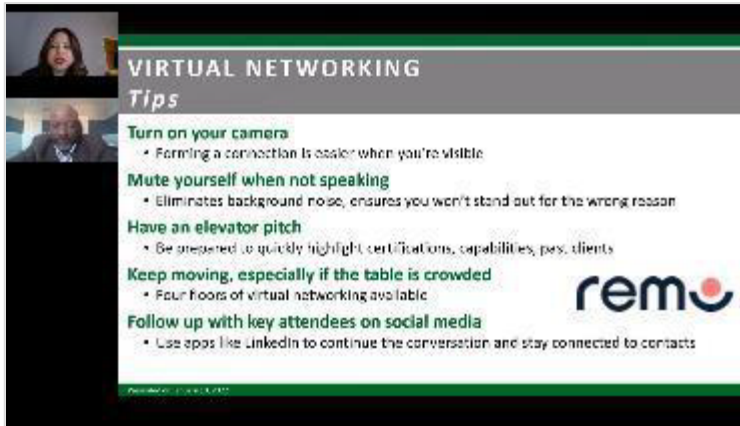


UPCOMING 2023 TOPICS

- Post-award support
- Partnering for Growth Program success stories
- Introduction to government contracting

MEETINGS AND OUTREACH

TYPES OF KEY EVENTS



Networking and open house events



Feedback and collaboration with external stakeholders



Sharing ideas and best practices with outside agencies

NEARLY **2,000** PEOPLE HAVE ATTENDED
A TOLLWAY-HOSTED EVENT THIS YEAR



Financial Planning for Small Businesses

Friday November 18 | 8:30 a.m. to 12:30 p.m.

Malcom X College Conference Center

1900 W. Jackson Boulevard, Chicago IL

TO REGISTER:

Contact Lorena Ponce at LPonce@getipass.com

BUILDING THE ROAD TO FINANCIAL SUCCESS

Financial Planning for Small Businesses

- ▶ Hosted the first annual event to provide key insight, financial resources and information to help small businesses grow and secure financial stability
- ▶ Area transportation officials provided an overview of the tremendous opportunities coming to the region
- ▶ Workshops conducted by members of the banking industry who specialize in business development
- ▶ More than 80 attendees from 44 unique construction and professional services firms and banking institutions
- ▶ Tollway Technical Assistance providers also on hand to work with existing clients and recruit new ones
- ▶ Feedback provided by attendees will be used to create additional content for future meetings





DISPARITY STUDY



DISPARITY STUDY UPDATE

- ▶ Colette Holt & Associates was retained to study possible race or gender disparities in access to Tollway prime and subcontracting opportunities
- ▶ Study also examines what remedies, if any, are appropriate to redress barriers created by race or gender discrimination
- ▶ Diversity has begun receiving Study content and review process is underway
- ▶ Final report draft due in December





WORKFORCE DEVELOPMENT



CONSTRUCTIONWORKS AND EARNED CREDIT PROGRAMS

SINCE LAUNCH IN 2018

More than
1,000
candidates
enrolled

More than
360
candidates hired

Nearly
70
candidates hired on
Tollway projects



ConstructionWorks
POWERED BY THE ILLINOIS TOLLWAY
Teaching Trades, Building Careers

2022 YEAR TO DATE

30
ECP-eligible people
hired in 2022

614
ECP-eligible people
hired since Program
launch



EARNED CREDIT PROGRAM
POWERED BY THE ILLINOIS TOLLWAY
Putting your Best Bid Forward

CONSTRUCTIONWORKS

Next Steps

- ▶ The Tollway has advertised a new RFP to continue providing workforce development services
- ▶ Submissions were due on October 11
- ▶ We are requesting Board approval for sole source



ConstructionWorks

POWERED BY THE ILLINOIS TOLLWAY

Teaching Trades, Building Careers



THANK YOU