



Diversity and Inclusion Committee Meeting

Gustavo Giraldo, *Chief of the Department of Diversity and
Strategic Development*

May 18, 2016

Diversity Recommendation Report

Overview

The purpose of the report is to present:

- The Diversity Advisory Council's review of the Illinois Tollway Disparity Study recommendations
- Additional recommendations made by the Diversity Advisory Council
- Tollway staff recommendations



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Illinois Tollway Disparity Study Background

- Released in October 2015
- Examined the Tollway's contracting practices and its Disadvantaged Business Enterprise (DBE) Program
- The Disparity Study provides a strong basis for continuing the Tollway's DBE Program



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Diversity Advisory Council (DAC)

Background

- Members represent more than 20 advocacy agencies
- Three subcommittees created to study Tollway policies, existing programs and workforce development
- Developed recommendations for Tollway Board consideration



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Illinois Tollway Disparity Study

Recommendations

14 total recommendations

- Ensure bidder non-discrimination and fairly priced subcontractor quotations
- Increase training opportunities for prime contractors
- Continue to review contract sizes and scopes
- Review experience requirements



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Illinois Tollway Disparity Study Recommendations

- Revise contract retainage procedures
- Expand the Small Business Initiative
- Continue to apply race- and gender-conscious measures to appropriate contracts
- Use the Disparity Study to set DBE contract goals
- Expand the Mentor/Protégé Program to construction contractors



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Illinois Tollway Disparity Study

Recommendations

- Review DBE contract compliance policies and processes
- Consider measures to encourage prime contractors to utilize new DBEs
- Implement an electronic contract data collection and monitoring system
- Develop performance measures for DBE Program success
- Conduct regular DBE Program reviews



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Diversity Advisory Council Recommendations

13 total recommendations

- Continue the missions of the Board Diversity and Inclusion Committee and Diversity Advisory Council indefinitely
- Evaluate all proposed Tollway goods and services contracts to determine shortest possible contract term
- Evaluate all proposed Tollway Job Order Contract (JOC) Facilities Program advertisements to determine shortest possible contract term



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Diversity Advisory Council

Recommendations

- Continue unbundling construction contracts and review the process to identify any additional opportunities
- Include marketing component in current and new technical assistance programs
- Create a Mentor/Protégé Program for Construction
- Issue an RFP for goods and services technical assistance
- Create a Construction Contract Bidding Guide



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Diversity Advisory Council

Recommendations

- Establish a workforce development technical assistance program
- Create committee to work with top five trade unions to increase member diversity
- Require Tollway contractors to submit Equal Employment Opportunity (EEO) workforce projections prior to start of projects
- Post contractor EEO compliance data online
- Commission a workforce disparity study



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Tollway Staff Recommendations Overview

Tollway staff recommendations must consider:

- Overall agency mission
- Responsibility to bondholders
- Limitations on how agency funds can be spent
- Available Tollway resources



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Completed and Ongoing Recommendations

- Revise contract retainage procedures
- Continue the Diversity and Inclusion Committee and Diversity Advisory Council
- Continue unbundling construction contracts
- Increase training opportunities for prime contractors
- Continue reviewing contract sizes and scopes
- Include marketing in technical assistance programs
- Develop DBE performance measures



Tollway Staff Recommendations

- Create Construction Mentor/Protégé Program
- Establish workforce technical assistance program
 - Research training and placement programs as well as physical training locations
- Complete Construction Bidding Guide
- Issue goods and services technical assistance RFP
- Continue applying race- and gender-conscious measures



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Tollway Staff Recommendations

- Use Disparity Study data to set DBE contract goals
- Encourage prime contractors to utilize new DBEs
- Electronic contract data collection and monitoring system
- Review DBE contract compliance policies and processes
- Review experience requirements



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Tollway Staff Recommendations

- Evaluate Tollway goods and services contracts
- Evaluate Tollway JOC Facilities Program advertisements
- Post contractor EEO compliance data online
- Create committee to work with top five trade unions
- Require contractors to submit EEO workforce projections



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Tollway Staff Recommendations

- Expand Small Business Initiative
- Conduct regular DBE program reviews
- Ensure bidder non-discrimination and fairly priced subcontractor quotes
- Commission a workforce disparity study



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Questions?

THANK YOU

Appendix

Diversity Advisory Council Members

Anas Alkhatib, PE

Arab American Association of Engineers and Architects

A'ndrea Paxton

Harvey Area Chamber of Commerce

Beth Doria

Federation of Women Contractors

Calvin Williams

Illinois Black Chamber of Commerce

Cate Costa

Chicago Urban League

Diana Hennington

National Organization of Minority Engineers

Edward McKinnie

Black Contractors United

Elba Aranda-Suh

National Latino Education Institute

Emilia DiMenco

Women's Business Development Center

Jason Swan

Chatham Business Association

Jayne Vellinga

Chicago Women in Trades

John Scifers

Elite SDVOB Network

Jorge Perez

Hispanic American Construction Industry Association

Julie Savitt

Federation of Women Contractors

Elder Kevin A. Ford

St. Paul Church of God in Christ Community Development Ministries, Inc.

Reverend Larry Bullock

U.S. Minority Contractors Association

Lillian Yan

Women Transportation Seminar

Marzette Fox

U.S. Minority Contractors Association

Matthew Cooper

Cosmopolitan Chamber Of Commerce

Melinda Kelly

Chatham Business Association

Omar Duque

Illinois Hispanic Chamber of Commerce

Perry Nakachi

Association of Asian Construction Enterprise

Phillip Barreda

Chicago Minority Supplier Development Council

Shawna Huley

YouthBuild Lake County and Lake County Community Church

Teresa Hollingbird-Jackson

U.S. Minority Contractors Association

Terrence Hill

Office of the Governor

Victor Davis

Chicago Urban League

Vincent Gilbert

Illinois Black Chamber of Commerce and The Gardner Initiative

