



Illinois Tollway Business Diversity Program

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Strategic Development*

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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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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

Cirse Ruiz

Hispanic American Construction Industry Association

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

Melissa Angelucci

Women's Transportation Seminar

Natalia Homedi

Women's Transportation Seminar

Omar Duque

Illinois Hispanic Chamber of Commerce

Perry Nakachi

Association of Asian Construction Enterprise

Phillip Barreda

Chicago Minority Supplier Development Council

Shari Runner

Chicago Urban League

Shawna Huley

YouthBuild Lake County and Lake County Community Church

Teresa Hollingbird-Jackson

U.S. Minority Contractors Association

Terrence Hill

Office of Governor Bruce Rauner

Victor Davis

Chicago Urban League

Vincent Gilbert

Illinois Black Chamber of Commerce and The Gardner Initiative



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Illinois Tollway Disparity Study

Recommendations

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



Illinois Tollway Disparity Study Recommendations

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



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Illinois Tollway Disparity Study

Recommendations

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



Diversity Advisory Council Recommendations

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



Diversity Advisory Council

Recommendations

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



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Diversity Advisory Council

Recommendations

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



Tollway Staff Proposed Actions Overview

Address all 26 recommendations:

- Continue successful initiatives
- Take action on new efforts
- Conduct further study



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Tollway Staff Proposed Actions

Continue successful initiatives

- Maintain DBE Program and use Disparity Study data to set DBE goals
- Continue Diversity and Inclusion and Diversity Advisory Council meetings
- Issue unbundling and set-aside contracts
- Host compliance seminars
- Retainage policy revision
- Marketing technical assistance programs



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Tollway Staff Proposed Actions

Take action on new efforts

- Launch new Mentor/Protégé Program for Construction
- Create new workforce development technical assistance program
 - Research training and placement programs as well as physical training locations.
- Develop new DBE performance metrics
- Develop new documents and tools
 - DBE Program manual
 - Construction contract bidding guide
 - Diversity management software



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Tollway Staff Proposed Actions

Take action on new efforts (continued)

- Create new technical assistance program for goods and services
- Establish new DAC subcommittee for trade unions
- Post EEO compliance reports online
- Reevaluate diversity program in five years



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Tollway Staff Proposed Actions

Conduct further review

- Require primes to maintain subcontractor quotes
- Identify barriers on IDOT and Tollway construction contract requirements
- Create new DBE incentive program
- Require contractor EEO workforce projections
- Evaluate Goods and Services/JOC Program contract lengths
- Expand unbundling and set-aside contract opportunities
- Conduct workforce disparity study



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Tollway Diversity Report

Next Steps

Post report on Tollway website



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Reauthorization of Business Diversity Program Overview

- Sunsets DBE program passed in 2005
- Acknowledges compelling interest remains for Tollway to maintain a diversity program
- Enables Tollway to continue with appropriate race and gender policies
- Affirms Tollway's commitment to non-discrimination in procurement processes
- Authorizes diversity program until July 1, 2023



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Discussion

THANK YOU