



TOLLWAY REAUTHORIZES THE BUSINESS DIVERSITY PROGRAM

As part of the Illinois Tollway's ongoing effort to reduce barriers to participation by small and diverse firms and underemployed individuals, the Board of Directors reauthorized the Tollway's Business Diversity Program effective May 2016. This action ensures that the Tollway continues to support programs and initiatives to remedy effects of discrimination in its contracting that are beyond the Tollway's control. The Tollway's Business Diversity Program was developed to be consistent with current best practices and legal precedent to ensure a narrowly tailored, constitutionally-based program. The program will utilize appropriate contract provisions and other means, including the usage of race- and gender-neutral and race- and gender-conscious remedies. The Tollway's Business Diversity Program will remain active until July 1, 2023.

OUTREACH EFFORTS

The Department of Diversity and Strategic Development participated in 62 events in the first half of 2016 that attracted more than 15,200 attendees.

WORKING TO INCREASE DIVERSE PARTICIPATION

In May, the Illinois Tollway released its 2016 Diversity Report: A Summary of Diversity Recommendations and a Proposed Path Forward. The report includes 27 recommendations intended to assist the Tollway in its efforts to develop, expand and support best practices, programs and initiatives to provide added economic opportunities for a diverse array of businesses and workers across all aspects of Tollway operations.

This report represents a next step forward in the Tollway's ongoing effort to improve the agency's approach to diversity by:

- Accepting the 14 recommendations included in the Disparity Study
- Adding 13 additional diversity recommendations proposed by the Tollway's Diversity Advisory Council
- Outlining a path forward for each recommendation based on analysis performed by Tollway staff
- Providing a comprehensive document for use by the Tollway Board of Directors in determining which recommendations should be prioritized for implementation

In addition to providing recommendations that merit further review, discussion and consideration by the Board of Directors, the report includes a number of recommendations that the Tollway has already taken action to complete or is in the process of implementing.

Recommendations in progress include:

- Issuing a request for proposals for workforce development technical assistance programs
- Creating a new DBE incentive program for prime construction contractors
- Launching the Partnership for Growth Program to enhance the Mentor/Protégé Program for professional engineering services firms and to include opportunities for construction firms to participate

The Illinois Tollway appreciates the input from the many individuals and organizations contributing to this report with the goal of breaking down barriers and increasing minority participation on Tollway construction, professional services and goods and services contracts for companies and individuals. The Diversity Report is available at www.illinoistollway.com.

D/M/WBE PAYMENTS OVERVIEW

This overview provides data with regard to payments to disadvantaged, minority- and women-owned business enterprise (D/M/WBE) firms that have performed work for the Tollway from January 1, 2011, through June 30, 2016. During this time frame, the Tollway paid \$3.8 billion on construction and professional services contracts. D/M/WBE businesses were paid \$855.0 million, or 22.5 percent.

CONSTRUCTION CONTRACTS

Of the \$2.8 billion the Tollway paid on construction contracts, \$516.6 million, or **18.3 percent**, went to D/M/WBE businesses.

PROFESSIONAL SERVICES CONTRACTS

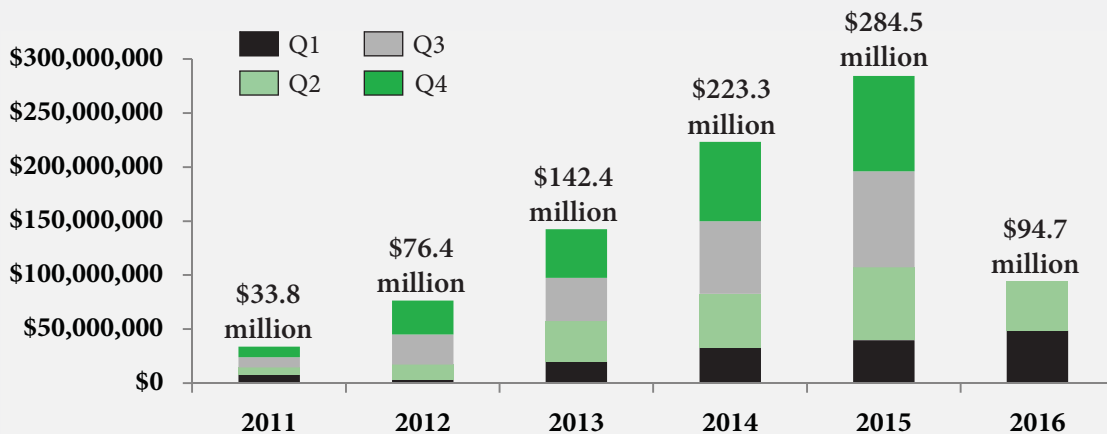
Of the \$977.5 million the Tollway paid on professional services contracts, \$338.4 million, or **34.6 percent**, went to D/M/WBE businesses.

D/M/WBE PAYMENTS (in millions) - January 1, 2011 through June 30, 2016

	Construction Contract Payments (millions)	Professional Services Contract Payments (millions)	Total D/M/WBE Payments by Group (millions)	Distribution of Total D/M/WBE Contract Payments
African-American-Owned	\$41.8	\$58.1	\$99.9	11.7%
Asian Indian-Owned	\$15.0	\$80.4	\$95.4	11.2%
Asian Pacific-Owned	\$3.8	\$51.4	\$55.2	6.5%
Hispanic-Owned	\$310.0	\$83.6	\$393.6	46.0%
Native American-Owned	\$2.5	\$0.0	\$2.6	0.3%
Women-Owned (Caucasian)	\$143.5	\$64.9	\$208.4	24.4%
Total	\$516.6	\$338.4	\$855.0	

The Tollway paid \$257.3 million, or 30.1 percent of total D/M/WBE contract payments, (\$155.9 million to construction contractors and \$101.4 million to professional services firms) to women-owned businesses across all D/M/WBE ethnicities.

DIVERSITY PAYMENTS BY YEAR



Data reported is through June 30, 2016. Data presented is preliminary and subject to change. Totals may not add due to rounding.

D/M/WBE PAYMENTS BY YEAR

CONSTRUCTION CONTRACTS (in millions)

	2011		2012		2013		2014		2015		2016	
African-American-Owned	\$1.2	6.3%	\$2.3	5.8%	\$0.9	1.3%	\$8.0	5.8%	\$18.0	9.3%	\$11.4	19.5%
Asian Indian-Owned	\$0.3	1.5%	\$1.0	2.5%	\$2.1	3.0%	\$1.5	1.1%	\$8.6	4.4%	\$1.5	2.6%
Asian Pacific-Owned	\$0.7	3.6%	\$0.0	0.0%	\$0.0	0.1%	\$2.3	1.7%	\$0.7	0.4%	\$0.1	0.2%
Hispanic-Owned	\$7.4	39.1%	\$19.0	48.4%	\$47.9	68.3%	\$87.7	64.2%	\$118.8	61.5%	\$29.2	49.9%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$1.6	0.8%	\$0.9	1.6%
Women-Owned (Caucasian)	\$9.3	49.6%	\$17.0	43.3%	\$19.1	27.3%	\$37.1	27.2%	\$45.6	23.6%	\$15.3	26.2%
Total	\$18.8		\$39.2		\$70.1		\$136.7		\$193.3		\$58.6	

Percent shown is of total D/M/WBE payments.

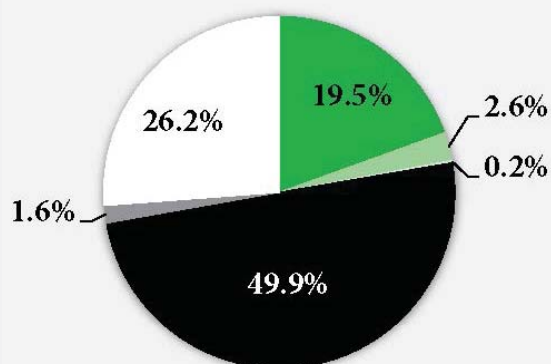
PROFESSIONAL SERVICES CONTRACTS (in millions)

	2011		2012		2013		2014		2015		2016	
African-American-Owned	\$2.6	17.1%	\$6.2	16.7%	\$10.1	13.9%	\$14.6	16.9%	\$17.2	18.9%	\$7.4	20.4%
Asian Indian-Owned	\$2.3	15.2%	\$5.4	14.4%	\$14.1	19.5%	\$22.5	26.0%	\$26.4	29.0%	\$9.8	27.0%
Asian Pacific-Owned	\$3.1	20.8%	\$7.0	18.8%	\$12.5	17.3%	\$13.8	15.9%	\$10.9	11.9%	\$4.1	11.4%
Hispanic-Owned	\$2.2	15.0%	\$11.1	29.7%	\$22.1	30.6%	\$19.9	23.0%	\$20.1	22.1%	\$8.1	22.5%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%
Women-Owned (Caucasian)	\$4.8	31.9%	\$7.6	20.4%	\$13.5	18.7%	\$15.8	18.2%	\$16.6	18.2%	\$6.7	18.6%
Total	\$14.9		\$37.2		\$72.3		\$86.6		\$91.2		\$36.1	

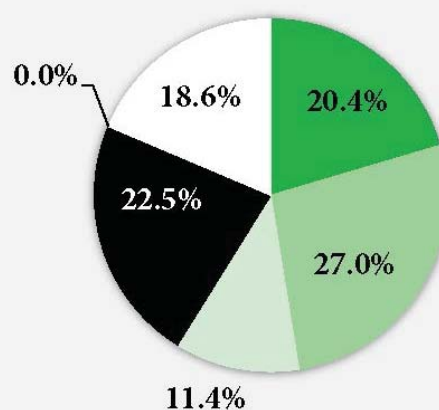
Percent shown is of total D/M/WBE payments.

PERCENT OF D/M/WBE PAYMENTS - January 1, 2016 through June 30, 2016

CONSTRUCTION CONTRACTS



PROFESSIONAL SERVICES CONTRACTS



- African-American-Owned
- Asian Pacific-Owned
- Native American-Owned
- Asian Indian-Owned
- Hispanic-Owned
- Women-Owned (Caucasian)

Data reported is through June 30, 2016. Data presented is preliminary and subject to change. Totals may not add due to rounding.

DIVERSE FIRMS - (January 1, 2012 through June 30, 2016)

Nearly one third of all firms working on Tollway projects since 2012 are D/M/WBE or veteran-owned firms, accounting for 358 of the nearly 1,140 firms working since *Move Illinois* began. There have been nearly 700 firms that are new to the Tollway since 2012. One quarter of these are D/M/WBE or veteran owned firms.

DIVERSE FIRMS

Of the nearly 1,140 firms working since 2012, 358, or **31.4 percent**, are certified D/M/WBE or veteran-owned firms.

	Number of Firms
Veteran-Owned Total	26
D/M/WBE Total	332
African-American-Owned	66
Asian Indian-Owned	29
Asian Pacific-Owned	21
Hispanic-Owned	102
Native American-Owned	3
Women-Owned (Caucasian)	111
Total	358

NEW DIVERSE FIRMS

Of the nearly 700 new firms, 175, or **25.0 percent**, are certified D/M/WBE or veteran-owned firms.

	Number of New Firms
Veteran-Owned Total	21
D/M/WBE Total	154
African-American-Owned	36
Asian Indian-Owned	9
Asian Pacific-Owned	5
Hispanic-Owned	51
Native American-Owned	3
Women-Owned (Caucasian)	50
Total	175

VETERAN PAYMENTS OVERVIEW

Payments to veteran-owned firms accounted for all dollars spent with veteran firms on construction and professional service contracts from January 1, 2015, through June 30, 2016. During this time frame, the Tollway paid \$1.8 billion on construction and professional services contracts. Certified veteran-owned businesses were paid \$28.3 million, or 1.6 percent.

CONSTRUCTION CONTRACTS

Of the \$1.4 billion the Tollway paid on construction contracts, \$25.0 million, or **1.8 percent**, went to veteran-owned businesses.

PROFESSIONAL SERVICES CONTRACTS

Of the \$345.8 million the Tollway paid on professional services contracts, \$3.3 million, or **1.0 percent**, went to veteran-owned business.

VETERAN PAYMENTS BY YEAR (in millions)- January 1, 2015 through June 30, 2016

	2015		2016	
Construction Contracts	\$19.2	1.76%	\$5.8	1.78%
Professional Services Contracts	\$2.1	0.87%	\$1.2	1.18%
Total Contracts	\$21.3	1.60%	\$7.0	1.64%

Percent shown is of total payments.

Tollway established Veteran Goals Program in 2015. Data reported is through June 30, 2016. Data presented is preliminary and subject to change. Totals may not add due to rounding.

CONSTRUCTION CONTRACT EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

On construction contracts, the Illinois Tollway adheres to federal workforce requirements and works in conjunction with local unions and awarded contractors to facilitate achievement of all workforce goals.

The Earned Credit Program (ECP) is a rewards initiative that allows contractors and subcontractors to earn bid credits toward future Tollway construction bids when they hire from a pool of qualified, pre-screened job candidates, including underemployed African Americans, Hispanic Americans, Asian Americans, women, eligible offenders and exonerated individuals, veterans and other Workforce Investment Act eligible individuals.

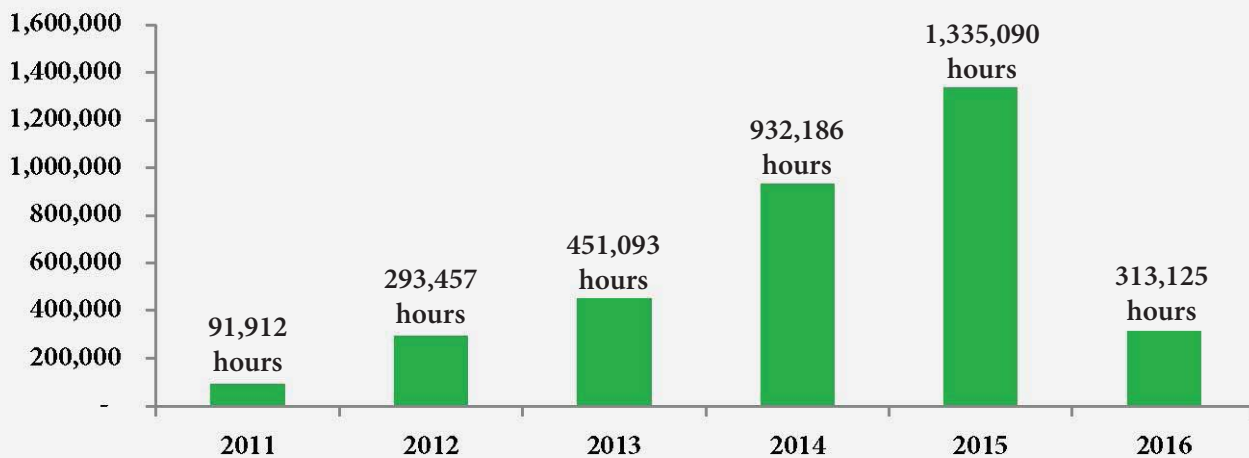
Contractors are encouraged to visit the ECP section of the Tollway’s website for information on how contractors and subcontractors can earn bid credits to make their bids more competitive while augmenting the construction industry workforce with qualified hires.

WORKFORCE HOURS - January 1, 2011 through June 30, 2016

	Hours Reported	Percent		Hours Reported	Percent
African-American	403,793	4.8%	Female	471,700	5.6%
Asian/Pacific Islander	63,298	0.8%	Male	7,929,311	94.4%
Hispanic-American	2,884,053	34.3%	Total	8,401,011	
American Indian/Alaska Native	65,716	0.8%			
Caucasian	4,984,150	59.3%			
Total	8,401,011				

MINORITY WORKFORCE HOURS BY YEAR

	2011	2012	2013	2014	2015	2016
African-American	11,348	31,199	49,256	113,580	162,093	36,318
Asian/Pacific Islander	1,580	4,484	7,304	21,627	20,667	7,637
Hispanic-American	78,268	253,850	383,380	776,311	1,129,218	263,026
American Indian/Alaska Native	716	3,923	11,153	20,669	23,112	6,144
Total	91,912	293,457	451,093	932,186	1,335,090	313,125



Data reported is through June 30, 2016. Data presented is preliminary and subject to change. Totals may not add due to rounding.

WORKFORCE DIVERSITY STATISTICS

The Illinois Tollway works with various agencies, trade schools, training programs and educational institutions throughout Northern Illinois to expand outreach efforts to enhance Tollway diversity.

In the quarter ending June 30, 2016, the Tollway sent external job postings to nearly 600 individuals in community, professional and advocacy groups that work on behalf of African-Americans, Asian-Americans, Hispanic-Americans and women, as well as community colleges and universities that include historically black and Hispanic institutions.

Tollway staff also participated this quarter in numerous job fairs, including the Illinois Tollway Veterans Career Expo and events hosted by Central Management Services, Lt. Governor Evelyn Sanguinetti, Congressman Bob Dold, State Rep. Elgie Sims, State Rep. Emanuel “Chris” Welch, State Rep. Art Turner, State Rep. John Anthony and State Rep. Mark Batinick.

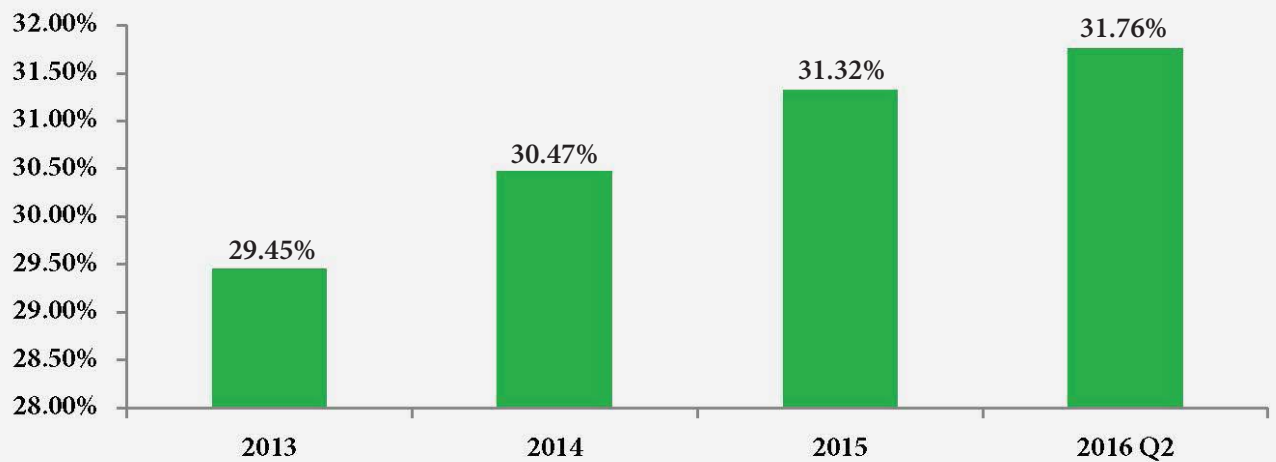
Other events included the National Latino Education Institute Career Fair, the Morton College Annual Job Fair, Heartland Human Care Services Hiring Event and the Asian American Heritage Festival. In addition, the Tollway attended several job fairs for veterans, including the Central States SER Illinois Veterans Job Fair, the Chicago Workforce Center and U.S. Department of Veterans Affairs Hiring and Resource Fair and the Illinois Department of Employment Security Veterans Employment Workshop.

TOTAL NUMBER OF EMPLOYEES

2013	1,287
2014	1,306
2015	1,277
January through June 2016	1,431

TOLLWAY WORKFORCE DEMOGRAPHICS

	2013	2014	2015	2016 Q2
African-American	18.10%	18.68%	19.03%	17.25%
Hispanic-American	7.23%	7.27%	7.91%	7.75%
Asian-American	3.73%	3.91%	3.60%	3.45%
American Indian/Alaska Native	0.08%	0.08%	0.08%	0.07%
Veterans	n/a	4.40%	7.10%	6.60%
Females	33.95%	34.46%	35.16%	34.72%
People with Disabilities	11.03%	10.26%	11.20%	12.32%
Total Minorities	29.45%	30.47%	31.32%	31.76%



2016 Tollway workforce demographics reported from April 1, 2016 through June 30, 2016 in accordance with Illinois Department of Human Rights requirements. Data presented is preliminary and subject to change. Totals may not add due to rounding.

ILLINOIS TOLLWAY DIVERSITY ADVISORY COUNCIL

The Diversity Advisory Council works cooperatively with the Diversity and Inclusion Committee to help determine the best methods for providing more disadvantaged, minority- and women-owned businesses with opportunities to participate in Tollway projects and is comprised of members from various advocacy and business organizations. In addition, three sub-committees were established to further explore options for Tollway Diversity efforts - Policy, Program and Workforce Diversity. Members and committee involvement are listed below.

DIVERSITY ADVISORY COUNCIL MEMBERS

Anas Alkhatib PE, Arab American Association of Engineers and Architects (AAAEA)*
Melissa Angelucci, Women's Transportation Seminar^
Elba Aranda-Suh, National Latino Education Institute (NLEI)+
Phillip Barreda, Chicago Minority Supplier Development Council (ChicagoMSDC)^
Reverend Larry Bullock, U.S. Minority Contractors Association (USMCA)+
Matthew Cooper, Cosmopolitan Chamber of Commerce^+
Cate Costa, Chicago Urban League*
Victor Davis, Chicago Urban League*
Emilia DiMenco, Women's Business Development Center (WBDC)^
Beth Doria, Federation of Women Contractors (FWC)*
Omar Duque, Illinois Hispanic Chamber of Commerce (IHCC)^
Elder Kevin A. Ford, St. Paul Church of God in Christ Community Development Ministries, Inc.+
Marzette Fox, U.S. Minority Contractors Association (USMCA)+
Vincent Gilbert, Illinois Black Chamber of Commerce (IBCC) and The Gardner Initiative (GI)*^+
Linda Hannah, Chicago Women in Trades (CWIT)+
Diana Hennington, National Organization of Minority Engineers (NOME)*
Terrence Hill, Office of the Governor*^+
Teresa Hollingbird-Jackson, U.S. Minority Contractors Association (USMCA)+
Natalia Homedi, Women's Transportation Seminar^
Shawna Huley, YouthBuild Lake County (YBLC) and Lake County Community Church+
Melinda Kelly, Chatham Business Association (CBA)+
Edward McKinnie, Black Contractors United (BCU)*
Perry Nakachi, Association of Asian Construction Enterprise*
A'ndrea Paxton, Harvey Area Chamber of Commerce+
Jorge Perez, Hispanic American Construction Industry Association (HACIA)*
Cirse Ruiz, Hispanic American Construction Industry Association (HACIA)*
Shari Runner, Chicago Urban League*
Julie Savitt, Federation of Women Contractors (FWC)^
John Scifers, Elite SDVOB Network^
Jason Swan, Chatham Business Association (CBA)+
Jayne Vellinga, Chicago Women in Trades (CWIT)+
Calvin Williams, Illinois Black Chamber of Commerce (IBCC)*^
Lillian Yan, Women Transportation Seminar (WTS)^

ILLINOIS TOLLWAY LEADERSHIP

The Tollway has an 11-member board, including Governor Bruce Rauner and Secretary of Transportation Randall S. Blankenhorn who serve as *ex-officio* members. The Chairman and Directors are appointed by the Governor and serve four-year terms; no more than five of the members may be from one political party. The Board of Directors sets policy for the operation, maintenance and construction of the roadways. In addition, the Tollway created committees to focus on key areas of Tollway operations and customer service, as well as guide discussion and decision-making regarding ways to improve the agency — Finance Administration and Operations, Customer Service and Planning, Audit, and Diversity and Inclusion committees.

TOLLWAY BOARD OF DIRECTORS

Bob Schillerstrom, Chairman
 James J. Banks, Director
 Corey Brooks, Director
 Earl Dotson, Jr., Director
 Joseph Gomez, Director
 David Gonzalez, Director
 Craig Johnson, Director
 James Sweeney, Director
 Neli Vazquez Rowland, Director

ILLINOIS TOLLWAY DIVERSITY AND INCLUSION COMMITTEE

The Diversity and Inclusion Committee focuses on diversity issues and initiatives, fostering access to sustainable jobs for African-Americans, Asian-Americans, Hispanic-Americans, Native Americans and women. The Committee strives to identify opportunities for certified disadvantaged, minority- and women-owned business enterprise (D/M/WBE) firms related to the Tollway's business operations and expenditures.

The Diversity and Inclusion Committee provides policy direction and oversight of the Tollway's inclusion efforts in construction, professional services and goods and services contracting, as well as internal and external workforce diversity in order to:

- Assist in breaking down existing and potential barriers to participation for both small non-majority firms and individuals seeking employment
- Create a formal vehicle of communication to discuss policy and explore potential new initiatives
- Ensure greater accountability and increased transparency
- Help direct the Tollway's Board to new opportunities to promote diversity in Tollway activities

One of the first actions taken by the Diversity and Inclusion Committee was to authorize the creation of the Diversity Advisory Council.

COMMITTEE MEMBERS

Chairman Bob Schillerstrom, *Ex-Officio*
 Director Corey Brooks, *Chair*
 Director Earl Dotson, Jr.
 Director Joseph Gomez
 Director David Gonzalez
 Director James Sweeney



FOR MORE INFORMATION ON TOLLWAY DIVERSITY, VISIT THE TOLLWAY'S WEBSITE AT WWW.ILLINOISTOLLWAY.COM