



2017 COMMITMENT TO DIVERSITY

The Illinois Tollway will continue to advance its commitment to Diversity moving ahead in 2017, by enhancing existing programs and investing in new initiatives to support access to opportunities for minorities, women and veterans.

Building upon a successful program, the Tollway's efforts are guided by its Diversity Recommendations Report, which includes 27 recommendations from the Diversity Advisory Council and outside experts to guide and increase diverse participation in every aspect of Tollway business. In 2017, these efforts include:

- Expanding the Partnering for Growth (P4G) Program to mentor emerging construction contractors in addition to engineering consultants.
- Growing the Technical Assistance Program to provide varying levels of training and assistance for small and diverse businesses through an expanded menu of options in the Chicago/Cook County/South Suburbs area, and newly established service in Rockford.
- Launching a new Workforce Development Technical Assistance Initiative to increase the pool of trained and diverse men and women ready for meaningful construction industry opportunities by creating apprenticeship and training program opportunities in partnership with contractors and the trades working on Tollway projects.

Taken together, the Tollway's continued diversity efforts can serve as the catalyst for a regional approach to addressing the lack of diversity in the construction industry.

In 2017, Tollway has committed

\$4 million

for Department of Diversity and Strategic Development

60% ↑

than in 2016

DIVERSITY ADVISORY COUNCIL

The Tollway created a Diversity Advisory Council in 2015 to gain outside perspectives and assist the Tollway in building upon its established foundation of inclusion.

The Council is composed of representatives from nearly 30 advocacy agencies, each with a long history of assisting small, diverse and veteran-owned businesses, as well as individuals seeking workforce assistance and training.

This commitment to asking for input on all aspects of diversity issues, and providing the funding to implement the ideas, is something that sets the Illinois Tollway apart from others, said John Scifers Council member and president of SCIGON Solutions Inc., a service-disabled veteran-owned small business.

"The Illinois Tollway is the only state agency that routinely makes Veteran Business Program goals part of its solicitations. I've made it a habit to point to the Tollway as an example of an agency doing the things that every agency should be doing to involve veteran-owned businesses."

John Scifers, Diversity Advisory Council Member



Building on the Council's recommendations, the Tollway is preparing to expand opportunities for set-aside contracts to veteran-owned small businesses as part of its Small Business Initiative, as well as reviewing a new opportunity for construction and professional services firms to earn bid credits in return for hiring and retaining eligible veteran workers.

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, 2012, through March 31, 2017. During this time frame, the Tollway paid \$4.3 billion on construction and professional services contracts. D/M/WBE businesses were paid \$1.0 billion, or 23.4 percent.

CONSTRUCTION CONTRACTS

Of the \$3.2 billion the Tollway paid on construction contracts, \$625.9 million, or **19.4 percent**, went to D/M/WBE businesses.

PROFESSIONAL SERVICES CONTRACTS

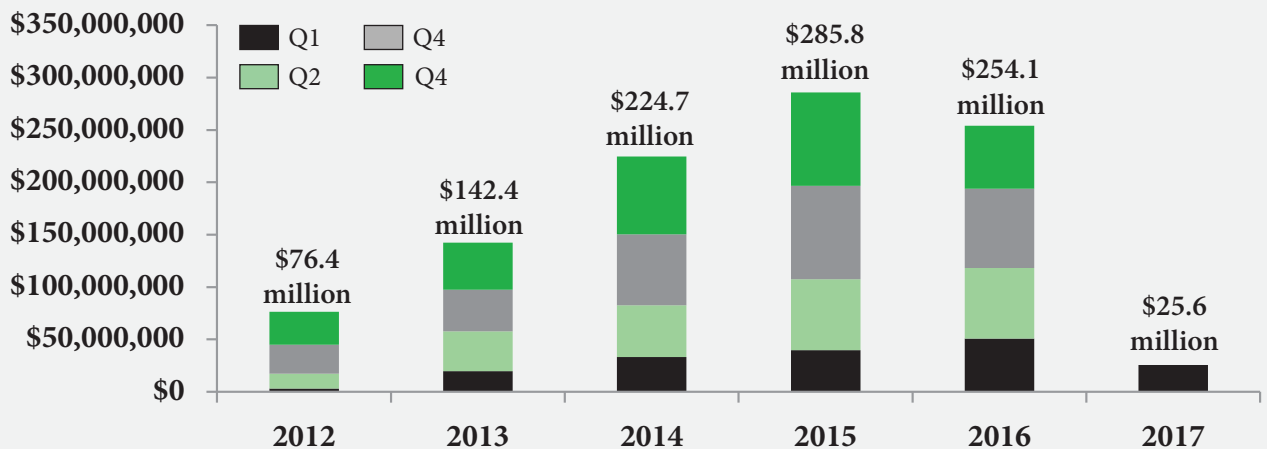
Of the \$1.1 billion the Tollway paid on professional services contracts, \$383.2 million, or **35.0 percent**, went to D/M/WBE businesses.

D/M/WBE PAYMENTS (in millions) - January 1, 2012 through March 31, 2017

	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	\$57.6	\$68.8	\$126.4	12.5%
Asian Indian-Owned	\$16.8	\$94.0	\$110.8	11.0%
Asian Pacific-Owned	\$3.2	\$55.4	\$58.6	5.8%
Hispanic-Owned	\$360.8	\$94.2	\$455.0	45.1%
Native American-Owned	\$3.7	\$0.0	\$3.8	0.4%
Women-Owned (Caucasian)	\$183.8	\$70.8	\$254.6	25.2%
Total	\$625.9	\$383.2	\$1,009.1	

The Tollway paid \$306 million, or 30.3 percent of total D/M/WBE contract payments, (\$196.4 million to construction contractors and \$109.7 million to professional services firms) to women-owned businesses across all D/M/WBE ethnicities.

DIVERSITY PAYMENTS BY YEAR



Data reported is through March 31, 2017. 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)

	2012		2013		2014		2015		2016		2017	
African-American-Owned	\$2.3	5.8%	\$0.9	1.3%	\$8.0	5.8%	\$18.1	9.3%	\$25.5	15.2%	\$2.8	17.2%
Asian Indian-Owned	\$1.0	2.5%	\$2.1	3.0%	\$1.5	1.1%	\$8.6	4.4%	\$3.4	2.0%	\$0.2	1.3%
Asian Pacific-Owned	\$0.0	0.0%	\$0.0	0.1%	\$2.3	1.7%	\$0.7	0.4%	\$0.2	0.1%	\$0.0	0.0%
Hispanic-Owned	\$19.0	48.4%	\$47.9	68.3%	\$88.2	63.9%	\$119.0	61.3%	\$82.1	48.8%	\$4.6	28.4%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$1.6	0.8%	\$2.0	1.2%	\$0.1	0.5%
Women-Owned (Caucasian)	\$17.0	43.3%	\$19.1	27.3%	\$38.1	27.6%	\$46.1	23.7%	\$54.9	32.7%	\$8.6	52.7%
Total	\$39.2		\$70.1		\$138.1		\$194.1		\$168.0		\$16.3	

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

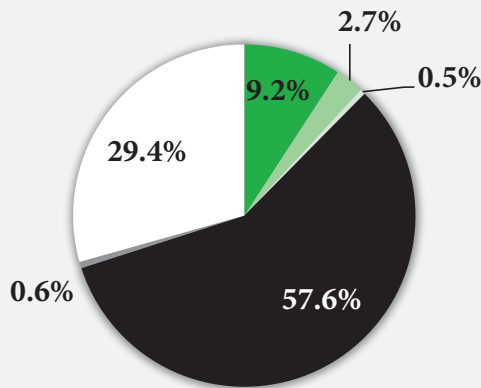
PROFESSIONAL SERVICES CONTRACTS (in millions)

	2012		2013		2014		2015		2016		2017	
African-American-Owned	\$6.2	16.7%	\$10.1	13.9%	\$14.6	16.9%	\$17.4	19.0%	\$18.4	21.4%	\$2.0	21.2%
Asian Indian-Owned	\$5.4	14.4%	\$14.1	19.5%	\$22.5	26.0%	\$26.4	28.8%	\$23.6	27.4%	\$2.1	22.5%
Asian Pacific-Owned	\$7.0	18.8%	\$12.5	17.3%	\$13.8	15.9%	\$11.0	12.0%	\$9.8	11.4%	\$1.2	13.0%
Hispanic-Owned	\$11.1	29.7%	\$22.1	30.6%	\$20.0	23.0%	\$20.1	22.0%	\$18.9	21.9%	\$2.0	21.8%
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)	\$7.6	20.4%	\$13.5	18.7%	\$15.8	18.2%	\$16.7	18.2%	\$15.3	17.8%	\$2.0	21.5%
Total	\$37.2		\$72.3		\$86.6		\$91.7		\$86.1		\$9.3	

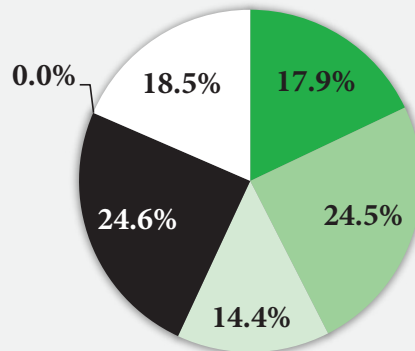
Percent shown is of total D/M/WBE payments.

PERCENT OF D/M/WBE PAYMENTS - January 1, 2012 through March 31, 2017

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 March 31, 2017. Data presented is preliminary and subject to change. Totals may not add due to rounding.

DIVERSE FIRMS - January 1, 2012 through March 31, 2017

Nearly one-third of all firms working on Tollway projects since 2012 are D/M/WBE or veteran-owned firms, accounting for 368 of the nearly 1,200 firms working since *Move Illinois* began. There have been nearly 750 firms that are new to the Tollway since 2012. Nearly one quarter of these are D/M/WBE or veteran owned firms.

DIVERSE FIRMS

Of the nearly 1,200 firms working since 2012, 368, or **30.7 percent** are certified D/M/WBE or veteran-owned firms.

	Number of Firms
Veteran-Owned Total	34
D/M/WBE Total	344
African-American-Owned	69
Asian Indian-Owned	30
Asian Pacific-Owned	22
Hispanic-Owned	105
Native American-Owned	3
Women-Owned (Caucasian)	115

NEW DIVERSE FIRMS

Of the nearly 750 new firms, 184, or **24.5 percent** are certified D/M/WBE or veteran-owned firms.

	Number of New Firms
Veteran-Owned Total	26
D/M/WBE Total	164
African-American-Owned	39
Asian Indian-Owned	10
Asian Pacific-Owned	5
Hispanic-Owned	56
Native American-Owned	2
Women-Owned (Caucasian)	52

VETERAN PAYMENTS OVERVIEW

The Illinois Tollway established its Veterans Goal Program in 2015. Payments to veteran-owned firms accounted for all dollars spent with veteran firms on construction and professional service contracts from January 1, 2015, through March 31, 2017. During this time frame, the Tollway paid \$2.4 billion on construction and professional services contracts. Certified veteran-owned businesses were paid \$43.5 million, or 1.8 percent.

CONSTRUCTION CONTRACTS

Of the \$1.9 billion the Tollway paid on construction contracts, \$37.6 million, or **2 percent**, went to veteran-owned businesses.

PROFESSIONAL SERVICES CONTRACTS

Of the \$518.7 million the Tollway paid on professional services contracts, \$5.9 million, or **1.1 percent**, went to veteran-owned business.

VETERAN PAYMENTS BY YEAR (in millions) - January 1, 2015 through March 31, 2017

	2015		2016		2017	
Construction Contracts	\$19.4	1.78%	\$15.6	2.03%	\$2.5	5.16%
Professional Services Contracts	\$2.1	0.86%	\$3.6	1.44%	\$0.3	0.91%
Total Contracts	\$21.5	1.62%	\$19.2	1.89%	\$2.7	3.58%

Percent shown is of total payments.

Tollway established Veterans Goals Program in 2015. Data reported is through March 31, 2017. Data presented is preliminary and subject to change. Totals may not add due to rounding.

CONSTRUCTION CONTRACT EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

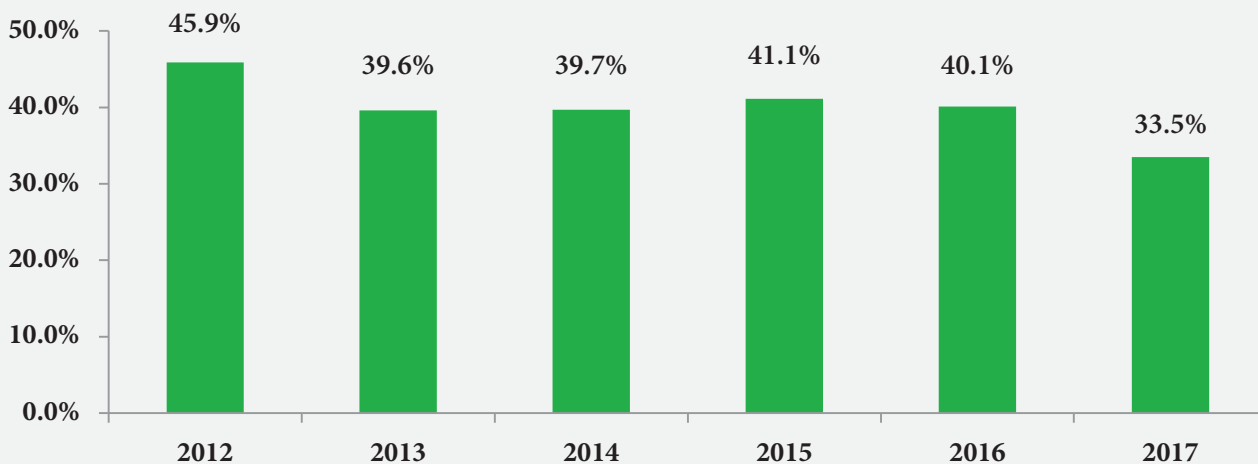
On construction contracts, the Illinois Tollway follows federal equal employment opportunity contract compliance standards and works in conjunction with local unions and awarded contractors to facilitate achievement of all workforce goals.

WORKFORCE HOURS - January 1, 2012, through March 31, 2017

	Percent		Percent
African-American	4.6%	Female	5.7%
Asian/Pacific Islander	0.8%	Male	94.3%
Hispanic-American	34.4%		
American Indian/Alaska Native	0.8%		
Caucasian	59.3%		

MINORITY WORKFORCE HOURS BY YEAR

	2012	2013	2014	2015	2016	2017
African-American	4.9%	4.3%	4.8%	5.0%	4.0%	4.0%
Asian/Pacific Islander	0.7%	0.6%	0.9%	0.7%	1.0%	0.1%
Hispanic-American	39.7%	33.6%	33.1%	34.8%	34.4%	28.8%
American Indian/Alaska Native	0.6%	1.0%	0.9%	0.7%	0.7%	0.6%
Total	45.9%	39.6%	39.7%	41.1%	40.1%	33.5%



ILLINOIS TOLLWAY EARNED CREDIT PROGRAM

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.

Data reported is through March 31, 2017. Data presented is preliminary and subject to change. Totals may not add due to rounding.

WORKFORCE DIVERSITY STATISTICS

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

In the quarter ending March 31, 2017, notices of Tollway job postings were shared with more than 705 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.

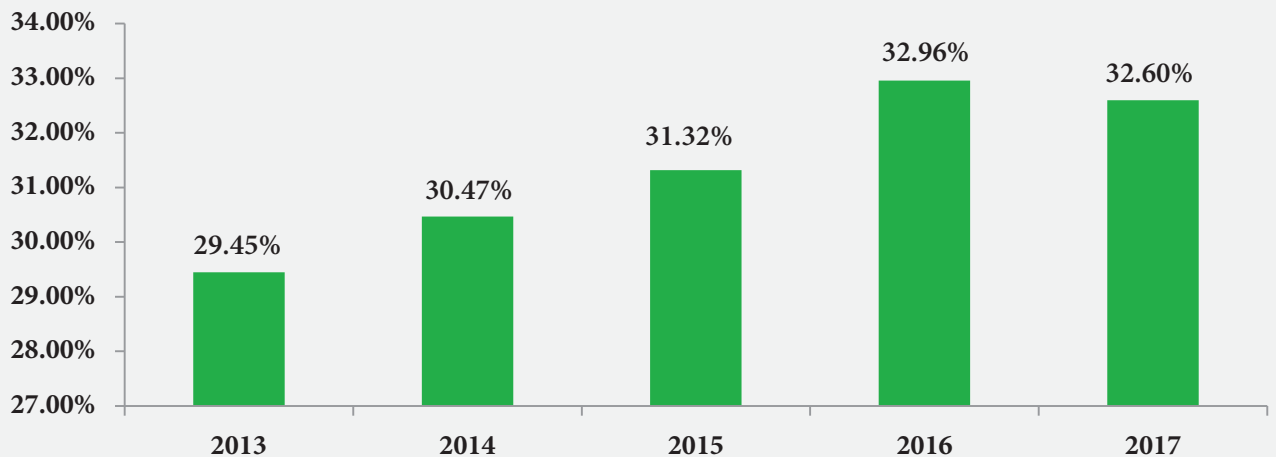
In February, the Tollway hosted a free Resources Working for You networking event to help construction companies of all sizes and types benefit from workforce diversity incentive programs and resources, including the Tollway’s Earned Credit Program (ECP) and new ECP Hiring Portal.

Other events included the Northside Workforce Center, Catholic Charities and Chicago Housing Authority Career Expo and the Hanover Township/Rep. Fred Crespo/Illinois Department of Employment Security and WorkNet Job Fair.

TOTAL NUMBER OF EMPLOYEES	
2013	1,287
2014	1,306
2015	1,277
2016	1,419
2017	1,417

TOLLWAY WORKFORCE DEMOGRAPHICS

	2013	2014	2015	2016	2017
African-American	18.10%	18.68%	19.03%	17.46%	17.64%
Hispanic-American	7.23%	7.27%	7.91%	7.82%	7.55%
Asian-American	3.73%	3.91%	3.60%	3.31%	3.46%
American Indian/Alaska Native	0.08%	0.08%	0.08%	0.07%	0.07%
Veterans	n/a	4.40%	7.10%	6.20%	6.10%
Females	33.95%	34.46%	35.16%	35.00%	34.93%
People with Disabilities	11.03%	10.26%	11.20%	11.64%	11.22%



2017 Tollway workforce demographics reported from January 1, 2017 through March 31, 2017 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
 Neli Vazquez Rowland, Director
 James Sweeney, 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 ILLINOISTOLLWAY.COM