



Record of Meeting | March 14, 2018

The Illinois State Toll Highway Authority (the “Tollway”) held the Diversity & Inclusion Committee Meeting on Wednesday, March 14, 2018 in the Boardroom of Tollway Headquarters in Downers Grove, Illinois. The Meeting was held pursuant to By-Laws of the Tollway upon call and notice of the Meeting executed by Chairman Robert J. Schillerstrom and posted in accordance with the requirements of the Illinois *Open Meetings Act*. 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

Committee Chair Corey Brooks called the Meeting to order at approximately 10:30 a.m., stating that this is the regularly scheduled meeting of the Diversity & Inclusion Committee of the Tollway Board of Directors. He invited attendees to rise and join in the Pledge of Allegiance. He then asked the Board Secretary to call the roll, those Directors present and absent being as follows:

Committee Members Present:
Committee Chair Corey Brooks
Director Earl Dotson, Jr.
Director Joe Gomez
Director David Gonzalez

Committee Members Not Present:
None

[Secretary’s note: Director Vazquez Rowland, although not a Committee member, was in attendance at the Meeting.]

The Board Secretary declared a quorum present.

Public Comment

Committee Chair Brooks opened the floor for public comment. No public comment was offered.

[The floor was re-opened for public comment after conclusion of the Executive Director’s Items.]

Committee Chair’s Items



Item 1: Approval of Minutes of the Regular Diversity & Inclusion Committee Meeting held December 13, 2017.

Committee Chair Brooks called for a motion to approve **Committee Chair's Item 1**, the Minutes of the regular Diversity & Inclusion Committee meeting held on December 13, 2017, as presented. Director Gomez made a motion for approval; seconded by Director Dotson. Committee Chair Brooks asked if there are any questions, concerns or requests for amendment. Hearing nothing, Committee Chair Brooks called for a vote. The motion was PASSED unanimously.

Executive Director's Items

Illinois Tollway Diversity Initiatives Update: Director Brooks called on Gustavo Giraldo, Chief of Diversity and Strategic Development, to provide an update for the Committee on the Tollway's diversity initiatives. [See attached presentation.](#)

Director Vazquez Rowland inquired about funding for regional initiatives and strategic partnerships being pursued to address a lack of diversity in skilled construction trades. Mr. Giraldo responded that the Tollway is coordinating efforts with regional transportation agencies, service providers and program funders to develop a multi-year strategy to maximize collective investments to increase workforce diversity.

Director Vazquez Rowland asked about the progress of the strategic planning underway. Mr. Giraldo responded that one, five and ten year approaches to addressing ethnic and gender disparity are being developed for initial presentation to the partner organizations in March.

Committee Chair Brooks commented positively on the momentum of inclusion and diversity at the agency and thanked the Directors and the Department of Diversity for their efforts.

Public Comment (continued)

Without objection, Committee Chair Brooks re-opened the floor for public comment at this time.

Nosa Ehimuenmam, president of Bowa Construction, and John Searcy, president of City Services Fencing, each (separately) addressed the Committee. Both speakers commented positively on the Tollway's leadership in creating new opportunities for small and disadvantaged businesses through its support of mentoring and training programs, which prepared their businesses to obtain work with the Tollway.

Committee Chair Brooks thanked the speakers for their comments.



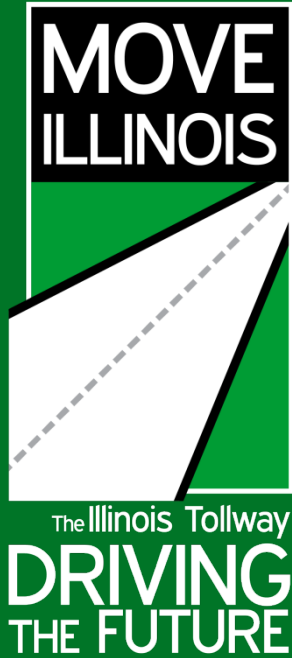
Minutes of the
Diversity & Inclusion Committee Meeting

Adjournment

There being no further business before the Committee, Committee Chair Brooks requested a motion to adjourn. Motion to adjourn was made by Director Gomez; seconded by Director Gonzalez. Committee Chair Brooks then called for a vote. The motion was PASSED unanimously.

The Meeting was adjourned at approximately 11:00 a.m.

Minutes taken by: Christi Regnery
Christi Regnery
Board Secretary
Illinois State Toll Highway Authority



Illinois Tollway Diversity and Inclusion Committee Update

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

March 14, 2018

Agenda

Vision statement

Strategic framework

Workforce development RFP

Regional initiatives and strategic partnerships

Diversity compliance consultant RFP

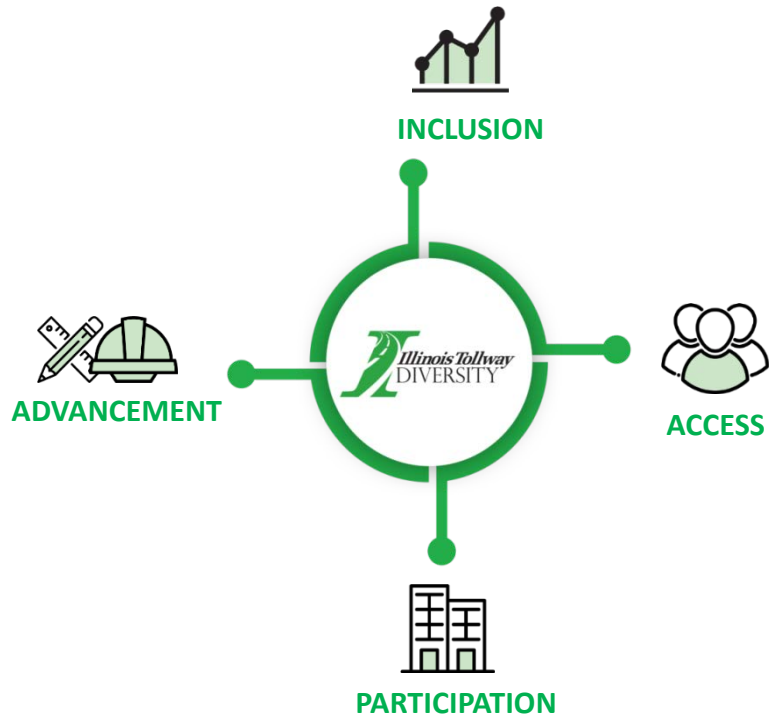
Technical Assistance Program

Vision Statement

The Illinois Tollway Department of Diversity and Strategic Development is a driving force for increasing economic opportunities in the diverse communities we serve.



Strategic Framework



Inclusion

- Teaming arrangements

Access

- Workforce Development Technical Assistance Initiative
- Regional initiatives and strategic partnerships

Participation

- Construction and professional services DBEs paid more than \$126.5 million in 2017
- Veteran firms paid nearly \$20.1 million in 2017

Advancement

- 39 Partnering for Growth (P4G) relationships launched in 2017
- Expanded P4G Program to construction
- 13 Technical Assistance programs

Workforce Development

Approved by Tollway Board in July 2016

- Prepare historically underrepresented men and women for construction industry opportunities
- Up to \$1.5 million budget annually
- Training, placement and support services
- Minimum 150 placements in first three years of contract

Five RFP responses received February 22

Contract start early 3rd quarter



REQUEST FOR PROPOSAL

17-0057 / Workforce Development Technical Assistance Initiative



Regional Initiatives and Strategic Partnerships

Regional Initiatives

- Address lack of diversity in skilled construction trades
- Partner meeting in late March to develop multi-year strategy

MacArthur
Foundation



THE
CHICAGO
COMMUNITY
TRUST
AND AFFILIATES



ComEd®
An Exelon Company

Strategic Partnerships

- Drafting agreement with ComEd to provide additional training program opportunities for underrepresented men and women
- Tollway – Workforce Initiative
- ComEd – CONSTRUCT Program



Diversity Compliance Consultant RFP

Required services include:

- Create and review construction and professional engineering services documentation
- Contract compliance activities
- Contract goal-setting and final release of retainage review
- Statistical reporting and analysis
- General department administrative, logistical and strategic support

Since 2014:

- More than 1,300 construction site and field office visits
- Review/oversight of more than 100 construction contracts and P4G agreements

Since 2016:

- Goal-setting and bid review for more than 80 construction contracts
- Final release of retainage review for nearly 70 construction contracts

Existing contract expires August 31, 2018

Technical Assistance Program

Technical Assistance – Mission and Benefits

Prepare small, disadvantaged and veteran firms for stability and growth in the transportation-related construction industry

Provide comprehensive, customized business development assistance

- Access to capital
- Bonding
- Business management and operations
- IDOT Prequalification
- Estimating
- Financing
- Project management

Customized service plan

- Construction-centered curriculum
- Access to subject matter experts

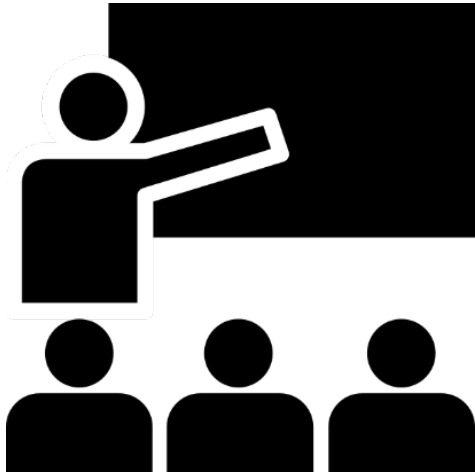
Strategic relationships

- Exposure to Tollway



Technical Assistance – Delivery Models

Classroom style cohort – programs offer a group setting that invites a collaborative learning environment



Self-paced – allows clients to determine how quickly program is completed



Technical Assistance Program Growth

2013-15 – Two Program providers

- Construction Business Development Center (CBDC) – Chicago Heights
- Illinois Hispanic Chamber of Commerce (IHCC) – Chicago



2016 – Four Program providers

- CBDC
- IHCC
- Hispanic American Construction Industry Association (HACIA) – Aurora
- Illinois Black Chamber of Commerce (ILBCC) – Waukegan









2017 – Seven Program providers

- CBDC – Chicago Heights and Rockford
- IHCC – Chicago
- HACIA – Chicago and Aurora
- ILBCC – Chicago, Rockford and Waukegan
- Chicago Minority Supplier Development Council – Chicago
- Griggs Mitchell Alma – Chicago and Rockford
- Inner City Underwriting – Chicago

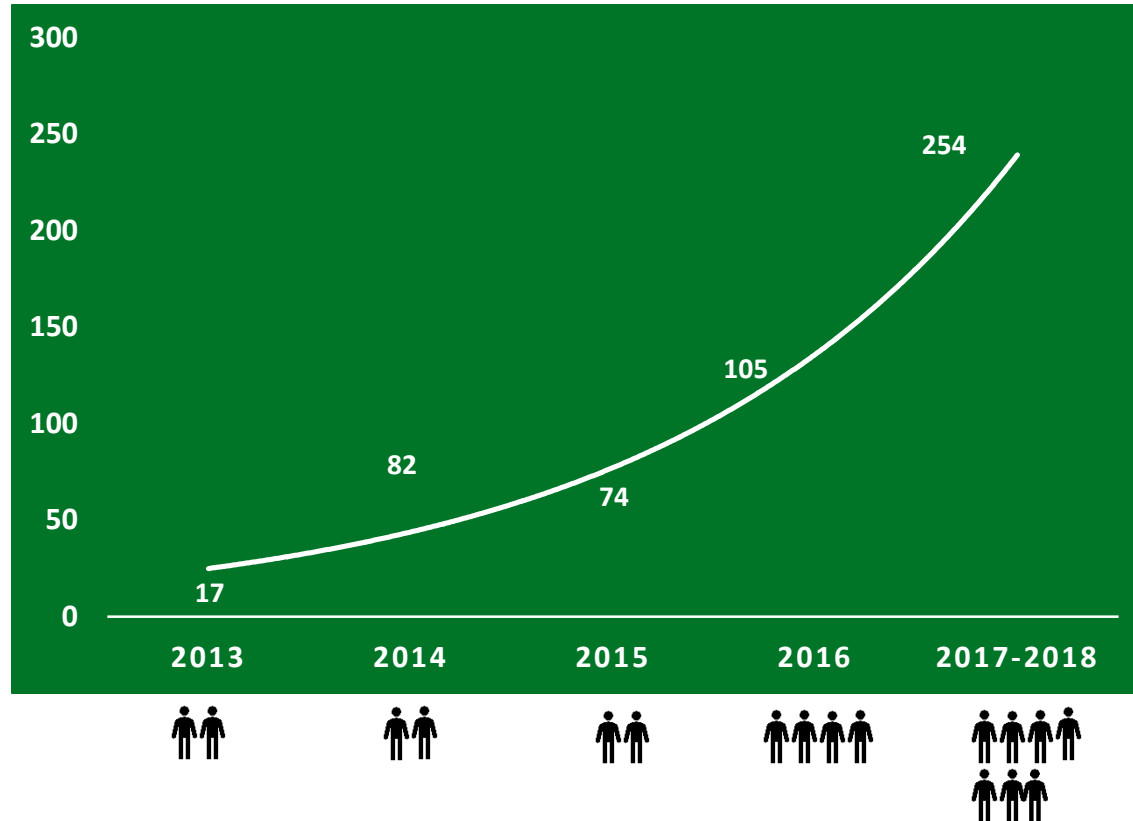


Technical Assistance Program – Requirements

-  Stay focused on long-term success
-  Be willing to make short-term changes to improve program
-  Move program forward as one cohesive unit – not as individual providers
-  Maintain commitment to small business set-aside contracts
-  Demonstrate growth by TA Program clients
-  Sustain commitment by Tollway leadership

TA Program Statistics

Technical Assistance – Number of Times Clients Served



Technical Assistance Program Clients – Since 2016

245 unique clients

92 percent minority-owned businesses

- 66 percent African American
- 20 percent Hispanic
- 6 percent Asian/other

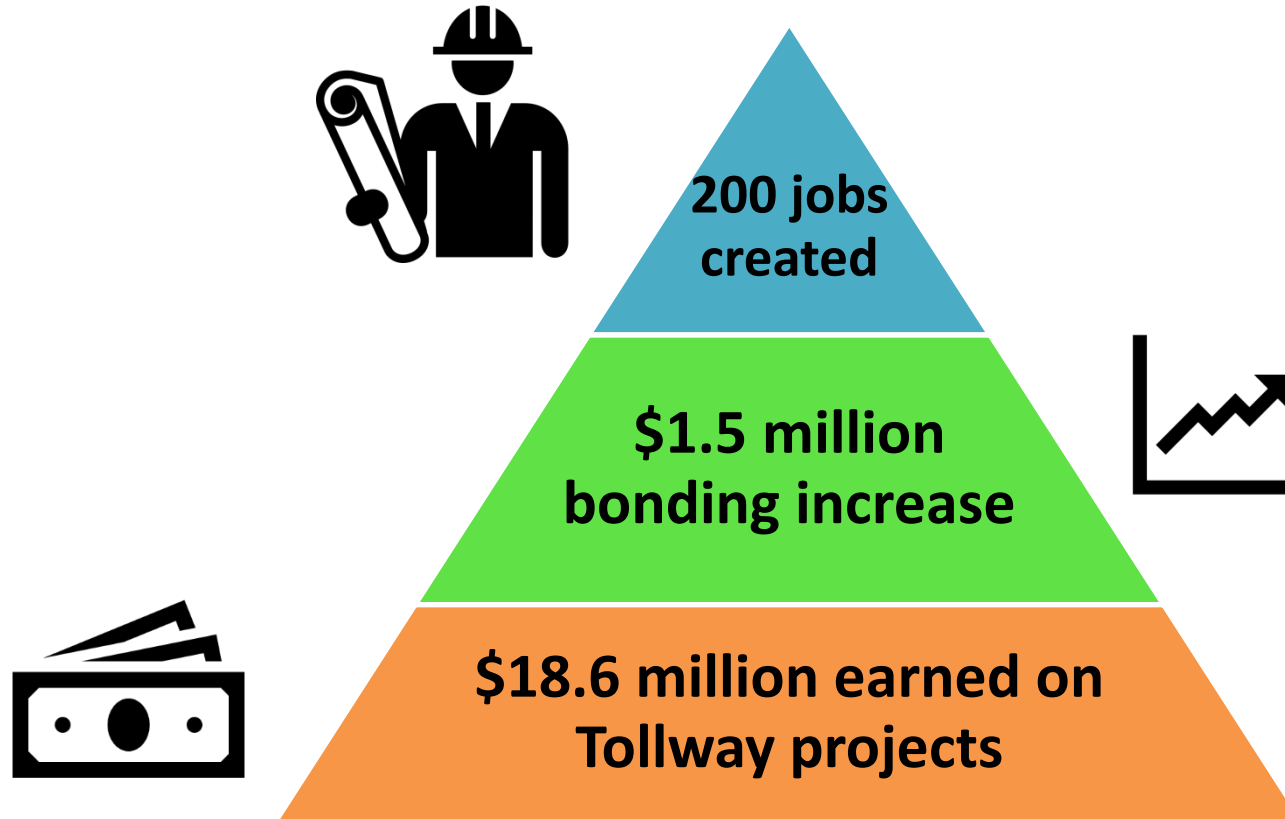
30 percent women-owned businesses

Top services provided

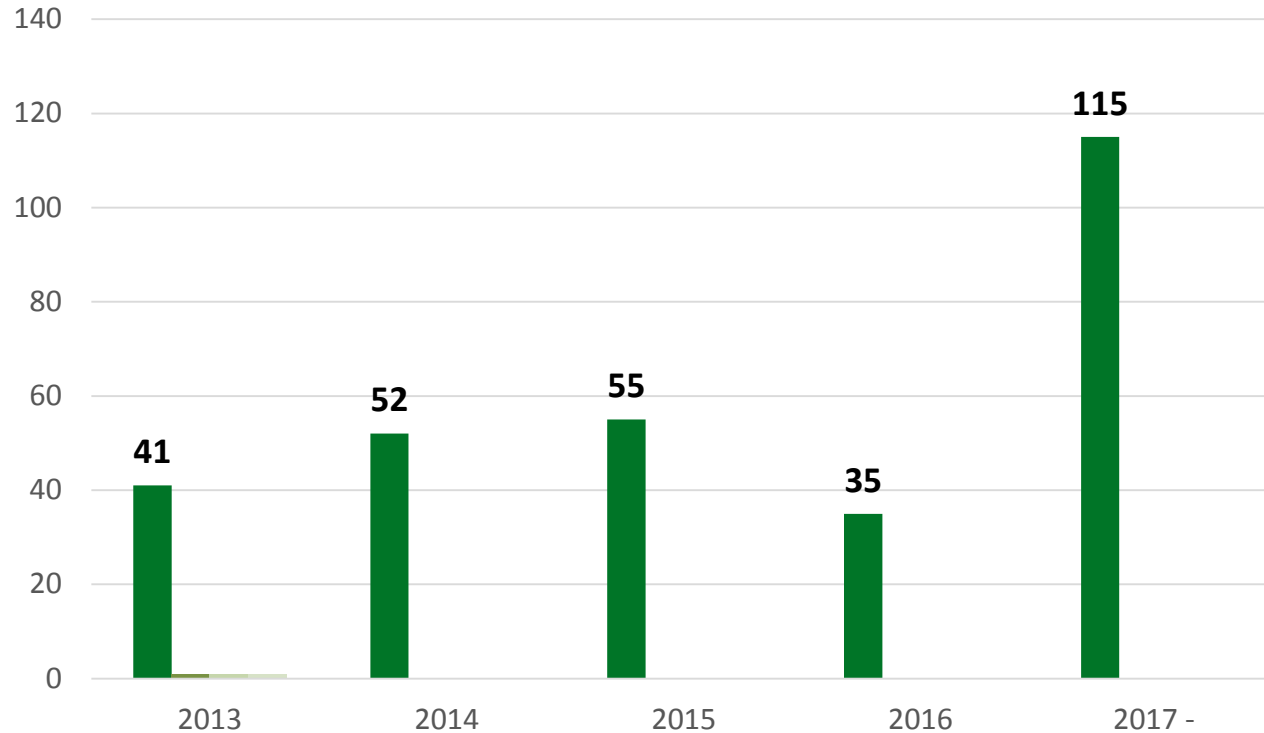
- Bid assistance
- Certification assistance
- Project management/planning/estimating
- Accounting/finance
- Access to Tollway bid opportunities and information
- Bonding
- Business/marketing plan



Technical Assistance Program – Client Growth



Technical Assistance – Bids Submitted



Technical Assistance Program – Internal Audit

Third party, independent analysis and review

Included in Tollway's 2018 internal audit plan

Purpose – to identify:

- Successful practices
- Opportunities for improvement – lessons learned
- Challenges to address

Begins in late March, anticipated completion in 3rd quarter 2018

Final report made available later this year

Partner renewals due in 1st quarter 2019

THANK YOU