



## Record of Meeting | December 13, 2018

The Illinois State Toll Highway Authority (the “Tollway”) held the Diversity & Inclusion Committee Meeting on Thursday, December 13, 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 Brooks called the Meeting to order at approximately 9:46 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.

Committee Chair Brooks, observing the absence of two regular Committee members, at this time appointed Director Gonzalez to serve as an alternate member of the Committee for the duration of the Meeting.

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 David Gonzalez ( <i>alternate</i> )
Director Vazquez Rowland

Committee Members Not Present:
Director Joe Gomez
Chairman Schillerstrom

The Board Secretary declared a quorum present.

### Public Comment

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



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## Committee Chair's Items

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*Item 1: Approval of Minutes of the Regular Diversity & Inclusion Committee Meeting held May 17, 2018.*

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 May 17, 2018, as presented. Director Gonzalez made a motion for approval; seconded by Director Vazquez Rowland. 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.

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## Executive Director's Items

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**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 if individual performance metrics are available for the seven technical assistance service providers. **Mr. Giraldo affirmed that staff will provide members with the requested information post-meeting.** Mr. Giraldo highlighted an Internal Audit finding that each of these service providers are currently meeting established goals.

Committee Chair Brooks inquired about possible initiatives for facilitating access to capital for minority firms. Mr. Giraldo responded that the Tollway plans in 2019 to assess the efficacy of a mentoring program for capital access, potentially launched in partnership with a local financial institution. He explained that the first phase of reviewing proposals with internal stakeholders is scheduled for the first quarter of 2019.

Directors and staff then discussed specifics of the technical assistance programs, including budget details, performance metrics for service providers, typical clients and program content.

Upon conclusion of the discussion, Committee members viewed a marketing video created for the Illinois Tollway Department of Diversity and Strategic Development to showcase its mission to increase access to economic opportunities for disadvantaged, minority- and women-owned enterprise firms, as well as small and veteran-owned businesses and historically underemployed individuals. [See video presentation.](#)



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## **Adjournment**

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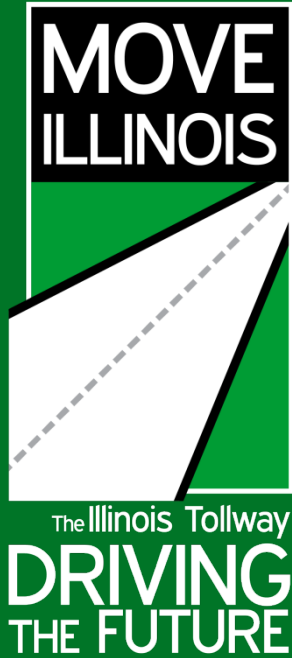
There being no further business before the Committee, Committee Chair Brooks requested a motion to adjourn. Motion to adjourn was made by Director Gonzalez; seconded by Director Vazquez Rowland. Committee Chair Brooks then called for a vote. The motion was PASSED unanimously.

The Meeting was adjourned at approximately 10:23 a.m.

A handwritten signature in cursive script that reads "Christi Regnery".

Minutes taken by: \_\_\_\_\_

Christi Regnery  
Board Secretary  
Illinois State Toll Highway Authority



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# Department of Diversity and Strategic Development

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

December 13, 2018

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# Diversity Updates

**Diversity Branding**

**Workforce Development**

- **Community Hiring Initiative**
- **ConstructionWorks**

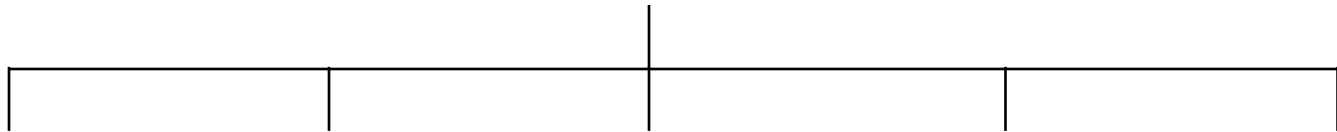
**Regional Initiatives**

**Technical Assistance Program**

**Recent Awards**

**Upcoming Meetings/Events**

# Diversity Program Branding



## **TECHNICAL ASSISTANCE**

POWERED BY THE ILLINOIS TOLLWAY

*Equipping Businesses with Tools for Success*



## **EARNED CREDIT PROGRAM**

POWERED BY THE ILLINOIS TOLLWAY

*Putting your Best Bid Forward*



## **PARTNERING for GROWTH**

POWERED BY THE ILLINOIS TOLLWAY

*Taking your Business to the Next Level*



## **ConstructionWorks**

POWERED BY THE ILLINOIS TOLLWAY

*Teaching Trades, Building Careers*



## **Small Business Set-Aside**

POWERED BY THE ILLINOIS TOLLWAY

*Creating Opportunities for Inclusion*



The Illinois Tollway

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THE FUTURE**

# Workforce Development – Community Hiring

## Community Hiring Initiative

- Voluntary incentive program
- Will encourage contractors to hire/retain workers living near upcoming Central Tri-State Tollway (I-294) Project area
- Contractors hiring residents from 29 high-need zip codes can earn \$15/hour wage reimbursement, up to \$100,000
- Tollway will work with the Chicago Cook Workforce Partnership to provide referrals to interested contractors



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# Workforce Development – ConstructionWorks

## ConstructionWorks

- Prepares historically underrepresented individuals for construction industry opportunities
- Administered by the Chicago Cook Workforce Partnership
- 18 subcontractor locations across Tollway system
- Contractor incentives for hiring/retaining participants
- Initial subcontractor orientation session held in November
- Flagship location in West Garfield Park opens in December
- All subcontractor locations will be open and fully operational prior to 2019 construction season



**ConstructionWorks**

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*Teaching Trades, Building Careers*



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# Regional Initiatives

## Tollway actively participating in initiatives to achieve greater inclusion

- Chicago Construction Opportunities Group
- Fair Practices in Contracting Taskforce
- ComEd CONSTRUCT Program



METROPOLITAN PIER  
AND EXPOSITION AUTHORITY



CHICAGOLAND  
WORKFORCE  
FUNDER  
ALLIANCE

MacArthur  
Foundation



THE CHICAGO  
COMMUNITY TRUST  
AND AFFILIATES



Fair Practices in  
Contracting Task Force



Chicago  
Federation  
of Labor



ComEd®  
An Exelon Company



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# Technical Assistance Program – Current Status

## Exceeding Goals

- Nearly 400 unique clients since 2017
- Exceeded unique client contract goal (302) by more than 23 percent

## Reaching critical audience

- Nearly 70 percent of unique clients are African-American

## Increased activity and success by clients

- More than 300 percent increase in Tollway bids submitted (22 in 2017, 91 in 2018)
- Nearly four times as many successful Tollway bids (4 in 2017, 15 in 2018)
- Clients awarded more than \$15 million in Tollway contracts
- Clients created more than 200 jobs, secured more than \$2.2 million in loans/lines of credit

## Return on investment

- \$3.9 million program cost for Tollway, \$11.9 million in client revenue growth

## Foundational support for key Diversity initiatives

- Prepares firms to compete for Small Business Set-Aside Program contracts
- Actively monitors mentors and protégés



## TECHNICAL ASSISTANCE

POWERED BY THE ILLINOIS TOLLWAY

*Equipping Businesses with Tools for Success*



### Small Business Set-Aside

POWERED BY THE ILLINOIS TOLLWAY

*Creating Opportunities for Inclusion*



### PARTNERING for GROWTH

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*Taking your Business to the Next Level*



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# Technical Assistance Program – Internal Review

## Purpose

- Recommend improvements for current program
- Develop recommendations to strengthen next RFP

## Greater accountability

- Clear performance metrics
- Increase tracking of progress toward achieving metrics
- Revise report documentation
- Standardize invoicing through B2GNow cloud-based software solution

## Enhanced collaboration

- Encourage/incentivize active collaboration between service providers
- Additional training sessions/team building exercises to foster partnerships

## Explore new opportunities

- Develop new contracting/relationship opportunities for program clients
- Small business set-asides, JOC Program opportunities, Partnering for Growth matchmaking



# Board Request

## Request approval to renew current Chicagoland and Rockford service contracts

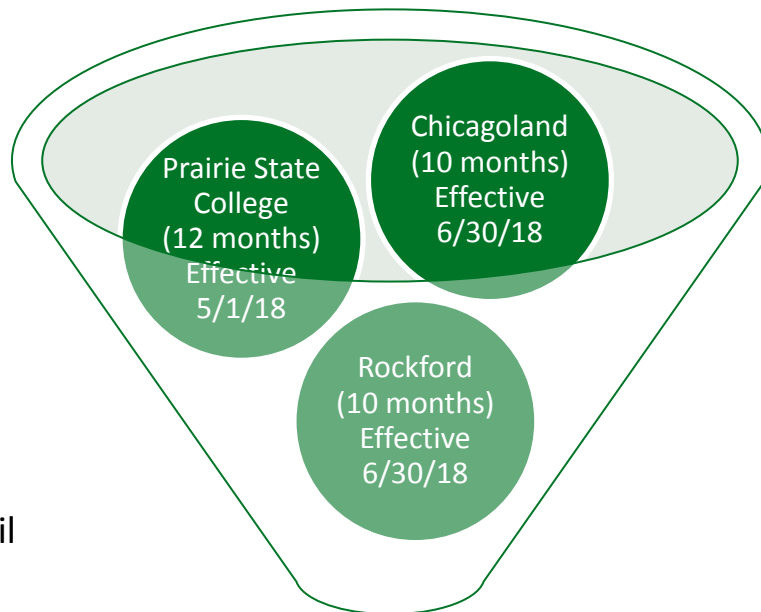
- Bring to Board 1<sup>st</sup> quarter of 2019
- 10- or 12-month extensions
- Approximately \$1.9 million among seven contracts

## Benefit

- Aligns contracts to single expiration date (April 2020)

## Issue new RFP

- Advertise 2<sup>nd</sup> quarter 2019
- Incorporate internal review recommendations
- Start new contracts 1<sup>st</sup> or 2<sup>nd</sup> quarter 2020



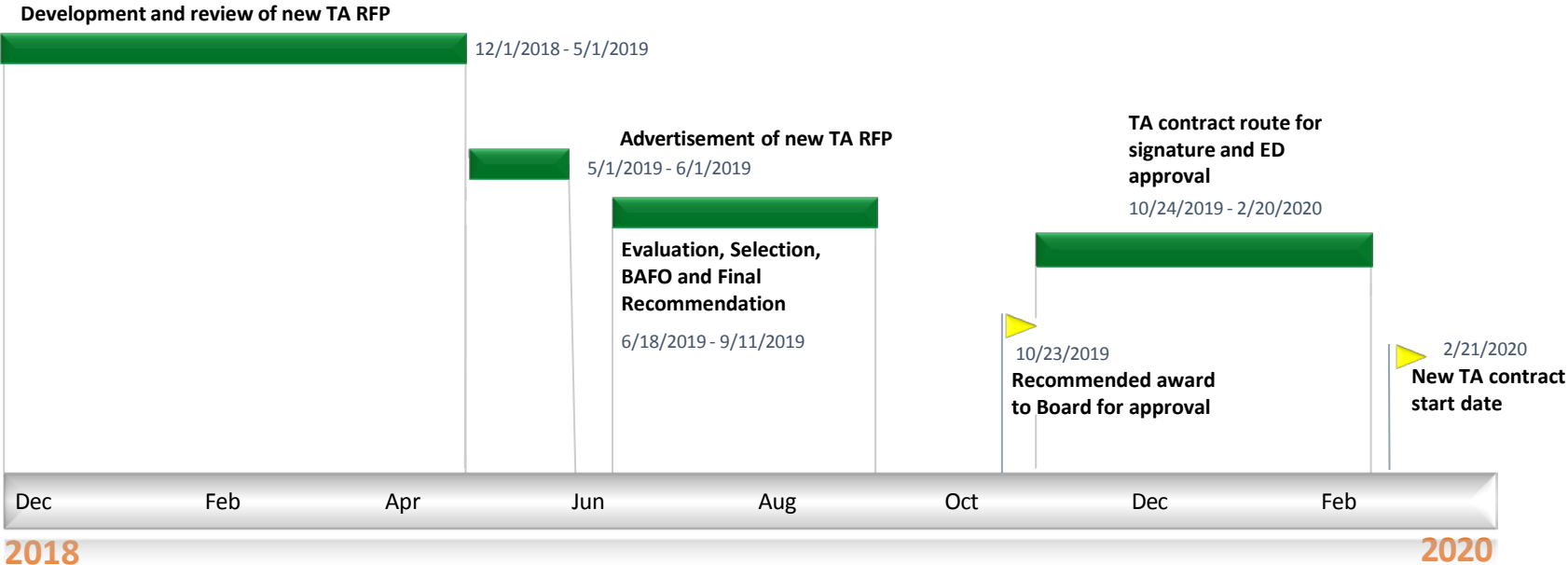
**\$1.9 million request**

**All contracts expire 4/30/2020**



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# Proposed New Technical Assistance Program RFP Timeline





# Recent Awards



Your growth is our *business*.



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# Upcoming Meetings/Events

## ConstructionWorks launch

- December 17, 2018

## Community Hiring Initiative launch

- January 2019

## Diversity Advisory Council

- First quarter 2019 (tentative)





**THANK YOU**

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

