

A photograph of construction workers on a site. In the foreground, several workers wearing hard hats and safety vests are working with wooden forms. One worker in the center is using a mallet. In the background, there are various pieces of construction equipment, including a yellow excavator and a red truck, on a dirt road. The scene is set during the day under a clear sky.

DIVERSITY AND INCLUSION COMMITTEE MEETING

Terry Miller, Chief of Diversity and Strategic Development
December 5, 2019



AGENDA

Strengthening Diversity

Delivering Results

Diversity Department Goals

New Recruitment Efforts

Upcoming Events



DEPARTMENT OF DIVERSITY AND STRATEGIC DEVELOPMENT



ConstructionWorks

POWERED BY THE ILLINOIS TOLLWAY

Teaching Trades, Building Careers



TECHNICAL ASSISTANCE

POWERED BY THE ILLINOIS TOLLWAY

Equipping Businesses for Success



SMALL BUSINESS INITIATIVE

POWERED BY THE ILLINOIS TOLLWAY

Creating Opportunities for Inclusion



PARTNERING for GROWTH

POWERED BY THE ILLINOIS TOLLWAY

Taking your Business to the Next Level



EARNED CREDIT PROGRAM

POWERED BY THE ILLINOIS TOLLWAY

Putting your Best Bid Forward



DELIVERING RESULTS IN 2019



OVERALL DBE

26.4 %

of all 2019 payments for construction
and Professional Services

PROFESSIONAL SERVICES

37.2 %

Through 3rd Quarter

CONSTRUCTION

19.1 %

Through 3rd Quarter



DIVERSITY DEPARTMENT GOALS



Increasing goals

- Raising the bar for participation across all types of contracts
- Encourage more capacity building – depth and breadth of work

Improving Technical Assistance Program

- Increasing new RFP budget by more than 66 percent
- Implementing improvements to provide greater accountability, enhance collaboration and explore new opportunities

Launching new Disparity Study

- Advertising in 2020



DIVERSITY DEPARTMENT GOALS



Prioritizing diversity

- Recruiting all types of firms, especially small firms
- Expanding workforce diversity through programs such as ConstructionWorks
- Increasing the number of diverse prime contractors
- Supporting the expansion of Teaming Agreements for diverse firms

Supporting veterans

- Identifying more business opportunities through small business set-asides and JOC



NEW RECRUITMENT EFFORTS



Hosting IDOT and Capital Development Board (CDB) prequalification workshops

- Encourages firms to take steps to compete for prime contracting opportunities

Allowing CDB qualified firms to bid on vertical construction projects

- Opens up Tollway construction opportunities to new firms

Eliminating virtual bid credits for vertical construction

- Levels playing field for new entrants

Recruiting new firms to pursue tollway projects

- Construction and professional services
- Diverse firms with regional/national presence

Encouraging diverse firms to register as small businesses

- Email blast to nearly 1,000 small and diverse companies in November

UPCOMING EVENTS



IDOT/CDB prequalification workshops

- Throughout Tollway's service area

Statement of Interest writing workshop

- December 11
- Aramark Conference Center, Downers Grove

JOC Facilities Program RFP pre-submittal conference

- After contract advertises



A photograph of construction workers on a road project. In the foreground, several workers wearing hard hats and high-visibility vests are working with wooden forms on a concrete slab. One worker in the center is using a mallet. To the right, a Honda generator sits on the ground. The background shows a road under construction with various pieces of heavy machinery and vehicles. The scene is set during the day under a clear sky.

THANK YOU

