



**Record of Meeting | October 15, 2020**

The Illinois State Toll Highway Authority (“Tollway”) held the regularly scheduled Diversity and Inclusion Committee meeting on Thursday, October 15, 2020. The meeting was held pursuant to the By-Laws of the Tollway upon call and notice of the meeting executed by Chairman Willard S. Evans, Jr. and posted in accordance with the requirements of the Open Meetings Act, 5 ILCS 120/1, et seq.

Due to necessary precautions relating to COVID-19, in accordance with the Gubernatorial Disaster Proclamation and current conditions, and consistent with the Open Meetings Act, it was determined by Chairman Willard S. Evans, Jr. that an in-person meeting of the body was neither practical nor prudent. In compliance with all conditions of Open Meetings Act, 5 ILCS 120/7(e), the Committee meeting was conducted by audio conference. A telephone access number was provided for members of the public to monitor and/or participate in the meeting.

*[Bolded entries indicate issues which may require follow-up to present or report to Directors.]*

**Call to Order / Roll Call**

Committee Chair Davis called the Meeting to order at approximately 9:16 a.m., stating that this is the regularly scheduled meeting of the Diversity & Inclusion Committee of the Tollway Board of Directors. He then asked the Board Secretary to call the roll, those Directors present and absent being as follows:

Committee Members Present:
Committee Chair Stephen Davis
Director James Connolly
Director Karen McConnaughay
Director James Sweeney

Committee Members Not Present:
none

Other Directors Present:
Director Alice Gallagher
Director Scott Paddock
Director Gary Perinar
Chairman Willard Evans, Jr.



The Board Secretary declared a quorum present.

## Public Comment

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

## Committee Chair's Items

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Committee Chair Davis entertained a motion to approve **Committee Chair's Item 1**, the Minutes of the regular Diversity & Inclusion Committee meeting held on May 21, 2020, as presented. Director Connolly made a motion to approve the minutes, seconded by Director McConnaughay. Chair Davis asked that the roll be called on the motion, the vote of yeas and nays being as follows:

Yeas: Director Connolly, Director McConnaughay, Director Sweeney, Committee Chair Davis (4)

Nays: (0)

The motion PASSED.

Having no further items, Committee Chair Davis called on Executive Director José Alvarez.

## Executive Director's Items

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Executive Director Alvarez introduced Terry Miller, Chief of Diversity & Strategic Development, to present to the Committee an update on Tollway Diversity Initiatives. [See attached presentation.](#)

Directors and staff discussed incentives offered to prime contractors and subcontractors for hiring and retaining ConstructionWorks participants, including bid credits and cash reimbursements. Mr. Miller noted that the cash allowance incentives currently only apply to skilled apprentices and not to Laborers. **He stated that he will provide Directors post-meeting a more detailed overview of the ConstructionWorks Program and will develop ideas for potentially incentivizing the hiring and skill development of laborers.**

Committee Chair Davis thanked Mr. Miller for his presentation and also commended the Tollway's Technical Assistance Program and Tollway leadership for its assistance to diverse firms in difficult times.

## Adjournment

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There being no further business before the Committee, Committee Chair Davis entertained a motion to adjourn. A motion to adjourn was made by Director Connolly, seconded by Director



McConnaughay. Committee Chair Davis asked that the roll be called on the motion, the vote of yeas and nays being as follows:

Yeas: Director Connolly, Director Perinar, Director Sweeney, Committee Chair Davis (4)

Nays: (0)

The motion PASSED.

The Meeting was adjourned at approximately 9:45 a.m.

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

Christi Regnery  
Board Secretary  
Illinois State Toll Highway Authority



# Illinois Tollway **DIVERSITY**

*Driving Economic Opportunities*

Terry Miller

*Chief of Diversity and Strategic Development*

October 15, 2020

# AGENDA

**Construction and Professional Services Awards**

**Weekly Webinar Series**

**Small Business Initiative**

**Small Contractor Focus Groups**

**Program Updates**

- Technical Assistance
- Partnering for Growth
- Earned Credit Program
- ConstructionWorks



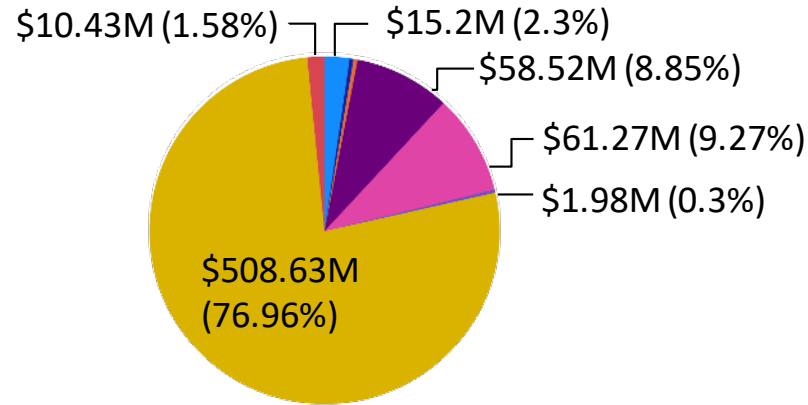
**Illinois Tollway  
DIVERSITY**

*Driving Economic Opportunities*

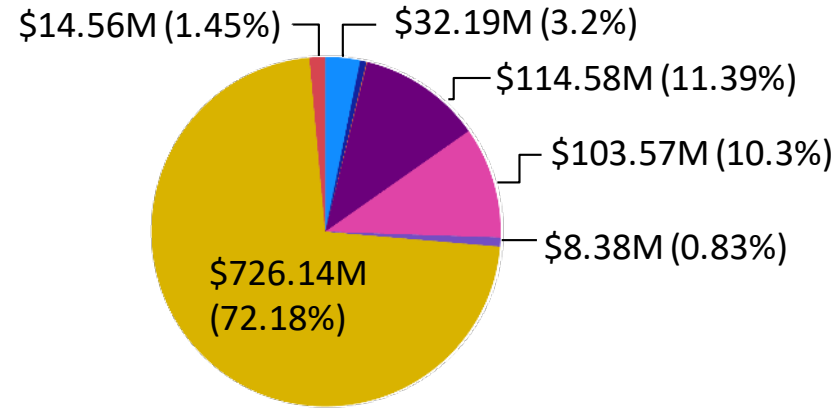


# CONSTRUCTION AND PROFESSIONAL SERVICES AWARDS

## 2019 CONSTRUCTION AWARDS

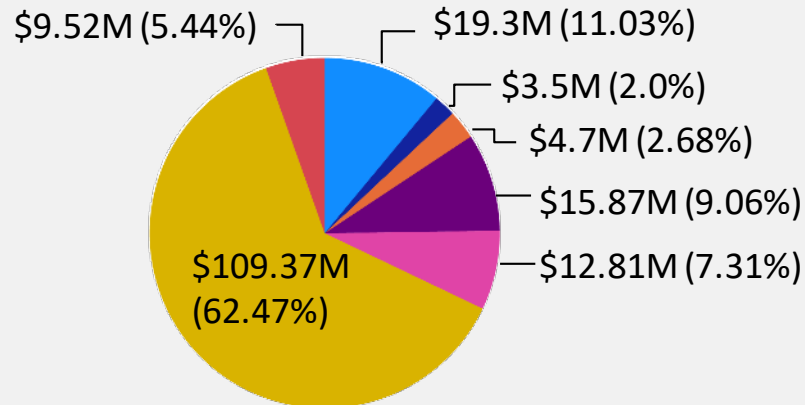


## 2020 CONSTRUCTION AWARDS (Q1-Q3)

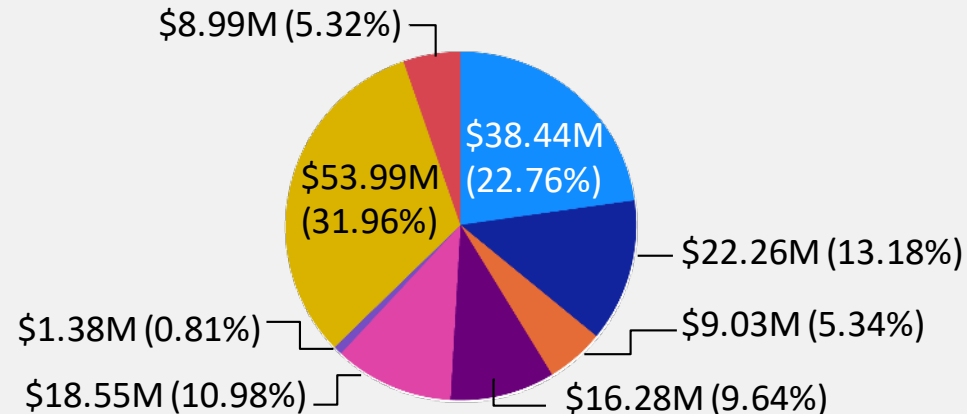


- African American
- Asian Indian
- Asian Pacific
- WBE
- Hispanic
- Native American
- Non-DBE/Vet
- VOSB

## 2019 PROFESSIONAL SERVICES AWARDS



## 2020 PROFESSIONAL SERVICES AWARDS (Q1-Q3)



# BUILDING FOR SUCCESS

## Weekly Webinar Series

### 30-minute sessions

- Mondays at 3 p.m.

### Highlights key Tollway programs and initiatives

- Partnering for Growth and Technical Assistance
- Earned Credit Program and ConstructionWorks


### Provides strategies for improving business operations

- Access to capital
- Project labor estimating
- Marketing and outreach

### Leverages relationships with strategic partners/sister agencies

- IDOT/CDB prequalification for professional services/construction
- BEP certification

Visit the Diversity Homepage at [illinoistollway.com](http://illinoistollway.com) for latest schedule



**BUILDING FOR SUCCESS**

*The Illinois Tollway Department of Diversity and Strategic Development cordially invites you to attend*

**Building for Success Webinar Series 10  
Construction Drawing Process Review**

Presented by Matthew Cooper, Bruce Washington, and Elmer Rhodes, Illinois Tollway Technical Assistance Program Provider, Inner-City Underwriting Agency

The Illinois Tollway Building for Success Webinar Series highlights key Tollway programs and initiatives. Next up is Construction Drawing Process Review presented by Illinois Tollway Technical Assistance Program provider, Inner-City Underwriting Agency.

One of the ways the Tollway demonstrates its commitment is by encouraging contractors to connect with its technical assistance providers. The Illinois Tollway Technical Assistance Program is designed to prepare emerging and established transportation-related construction firms including disadvantaged, minority- and women-owned business enterprise (D/M/WBE) firms, service-disabled, veteran-owned small businesses (SDVOSB) and veteran-owned small businesses (VOSB), as well as small businesses to participate on highway and vertical construction contracts.

Upcoming Building for Success Webinar Series topics include:

- Project management essentials
- Becoming a subcontractor on a Tollway project
- IDOT prequalification for construction
- BidBuy
- Statements of Interest
- DBE Certification Program
- Meet the Tollway departments



# SMALL BUSINESS INITIATIVE (SBI) PROGRAM

## Creates additional Tollway prime/subcontracting opportunities for small businesses

- Identifies select construction contracts, generally with values of approximately \$5 million or less
- Specifies only small businesses can perform as prime and subcontractors
- Establishes small business goals for select construction contracts
- Minimum 35% self-performance goal for primes

## Requirements

- Firms must be registered Illinois small businesses
- Annual gross revenues of \$14 million or less
- Meet specifications that may include IDOT or CDB prequalification

## ELIGIBLE PROJECT SCOPES

- Demolition
- Electrical
- Vertical
- Structural
- Landscaping
- Grading/drainage
- Material procurement

## CONTRACT SIZE CATEGORIES

\$1 million  
or less

\$1 to \$3 million

\$3 to \$5 million





# SMALL CONTRACTOR FOCUS GROUPS

## *Purpose*

### **Solicited feedback from small/medium businesses**

- Total of 30 firms
- Meetings occurred in May and June
- All Technical Assistance Program clients
- Small (less than \$1 million in revenue)
- Medium businesses (more than \$1 million in revenue)
- Located in Chicago, Rockford and Waukegan areas

### **Identify barriers to participation**

- Ideas to improve communication with businesses
- Most important things needed to help business grow
- Barriers to bidding on Tollway projects

### **CONTRACTOR TYPES**

- Carpentry
- Concrete and asphalt
- Demolition
- Electrical
- Excavation
- Landscaping
- HVAC
- Piping
- Steel
- Reinforcement and rebar
- Trucking
- Water and sewage
- Welding



# SMALL CONTRACTOR FOCUS GROUPS

*Industry feedback and Tollway recommendations*

## Identified Industry Challenges

- Project scope
- Assistance in bidding
- Access to capital
- Workforce development
- Increased prime self performance
- Bonding limits
- Insurance requirements
- Competition against larger companies

# SMALL CONTRACTOR FOCUS GROUPS

## *Industry feedback and Tollway recommendations*

### Identified Industry Challenges

- *Project scope*
- *Assistance in bidding*
- *Access to capital*
- *Workforce development*
- *Increased prime self-performance*
- *Bonding limits*
- *Insurance requirements*
- *Competition against larger companies*

### Tollway Recommendations

- ✓ Unbundling
- ✓ Technical Assistance programming
- ✓ ConstructionWorks workforce development
- ✓ Small Business contracting opportunities
- ✓ Networking and teaming opportunities
- ✓ Partnering, training and mentorship programming

# DIVERSITY PROGRAM UPDATES

## Technical Assistance Program

- 51 unique Technical Assistance (TA) Program clients awarded Tollway contracts
- 381 construction/professional services contracts involving at least one TA Program client
- \$104.5 million in contracts awarded involved TA Program clients
- Secured nearly \$7 million in loans/grants to mitigate COVID-19 impacts



**TECHNICAL ASSISTANCE**

POWERED BY THE ILLINOIS TOLLWAY

*Equipping Businesses for Success*

## Partnering for Growth – Construction

- 3 new agreements executed since May
  - Plote Construction and Cabo Construction
  - K-Five Construction and Metromex Contractors
  - FH Paschen and Princeton Technical



**PARTNERING for GROWTH**

POWERED BY THE ILLINOIS TOLLWAY

*Taking your Business to the Next Level*

# DIVERSITY PROGRAM UPDATES

## Earned Credit Program (ECP)

- 492 ECP-eligible people hired since program launch
- 19 individuals hired in 2020
- Proposed improvements include increasing hiring and retention bonuses for contractors



## ConstructionWorks Program

- More than 220 ConstructionWorks participants hired since 2018
- 15 individuals hired in 2020
- 30 candidates hired for Tollway construction projects
- Proposed improvements including allowing contractors to earn cash wage reimbursement for non-skilled laborers





# Q&A





Illinois Tollway  
**DIVERSITY**

*Driving Economic Opportunities*

**THANK YOU**

