

ATTENDANCE POLICY

Active member participation in DAC and DAC Committee meetings is critical in the development of new or improving existing programs and initiatives, which will increase access to opportunities for diverse firms on Tollway projects.

Therefore, regular attendance at scheduled meetings is expected. The following attendance policy is in place to ensure regular and meaningful participation by all DAC members.

Diversity Advisory Council (DAC) Meetings

- 1** DAC members are **required to attend a minimum of 75% of meetings.**
- 2** **Missing two or more meetings during a 12-month period may result in the member forfeiting his or her seat on the DAC,** pending Committee Chair review of circumstances.
- 3** DAC members **may identify one or more proxies** to attend and participate in meetings. Proxies have the same responsibilities as regular DAC members.
- 4** Due to connection/meaningful participation concerns, DAC members are **required to attend meetings in-person or send proxies.**

Diversity Advisory Council (DAC) Committee Meetings

- 1** DAC Committee members are **required to attend a minimum of 75% of meetings.**
- 2** **Absence from two consecutive Committee meetings or three absences during a 12-month period may result in the member forfeiting his or her seat on the Committee,** pending Committee Chair review of circumstances.
- 3** Committee members **may identify one or more proxies** to attend and participate in meetings. Proxies have the same responsibilities as regular DAC members.

ATTENDANCE PROCEDURES

- 1** Tollway will verify DAC member contact information and Committee assignments annually.
- 2** Tollway staff liaisons are responsible for sending meeting notices and reminders to members and proxies prior to all meetings.
- 3** DAC members and proxies are responsible for notifying Tollway staff liaisons or the Committee Chairs in advance if unable to attend a meeting.

PURPOSE

In 2015, the Diversity Advisory Council (DAC) was created to gain outside perspectives that assist the Tollway in building upon its established foundation of inclusion. The DAC is composed of representatives from more than 20 advocacy agencies, each with a long history of assisting small, diverse and veteran-owned businesses, as well as individuals seeking workforce assistance and training.

The DAC includes two subcommittees that allow members to focus on specific areas of interest or expertise. Each committee shall have a chair and vice chair position. The committee chairs will have a two-year term limit.

1 Policy and Programs Committee

Reviews Tollway policies (e.g., unbundling) and diversity programs (e.g., mentor-protégé) to recommend improvements and develop new policies and initiatives that address disparities and eliminate barriers to participation

2 Workforce Development Committee

Examines existing workforce development initiatives (e.g., Earned Credit Program) to recommend improvements and develop new initiatives

MISSION STATEMENT

"The Diversity Advisory Council provides an external voice to support the Tollway's commitment to inclusion and economic growth of diverse firms and individuals."

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- 4 Tollway staff liaisons will monitor attendance and all members will be required to sign in at each meeting.
 - 5 If an issue with attendance arises, Tollway staff liaisons will notify appropriate DAC Committee Chair(s) who will contact the DAC member to discuss circumstances and available options if the member cannot continue to participate regularly in meetings.
 - 6 DAC Committee Chairs may meet to discuss attendance concerns and determine whether the DAC member should forfeit their seat for non-attendance.
 - 7 If the Committee Chairs dismiss a member from the DAC for non-attendance, the organization can select a new representative and begin a new term of service subject to Tollway approval.

VOTING POLICY

Only DAC members and/or their designated proxies will be allowed to cast a vote. Should an organization have more than one representative attending a meeting, only one vote will count from that organization.

NEW MEMBERSHIP APPLICATION POLICY

Any organization interested in joining the Diversity Advisory Council must submit a written request to the Illinois Tollway's Department of Diversity and Strategic Development for review and approval.
