Meeting Date
January 28
2021

Diversity & Inclusion Committee Meeting

Record of Meeting | January 28, 2021

The Illinois State Toll Highway Authority ("Tollway") held the regularly scheduled Diversity and Inclusion Committee meeting on Thursday, January 28, 2021. 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 9:30 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:

<table>
<thead>
<tr>
<th>Committee Members Present:</th>
<th>Committee Members Not Present:</th>
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</thead>
<tbody>
<tr>
<td>Committee Chair Stephen Davis</td>
<td>none</td>
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<tr>
<td>Director James Connolly</td>
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<tr>
<td>Director Karen McConnaughay</td>
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<td>Director James Sweeney</td>
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<tr>
<th>Other Directors Present:</th>
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<tbody>
<tr>
<td>Director Alice Gallagher</td>
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<td>Director Scott Paddock</td>
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<td>Director Gary Perinar</td>
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<td>Chairman Willard Evans, Jr.</td>
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</table>
The Board Secretary declared a quorum present.

Public Comment

Committee Chair Davis opened the floor for public comment. The following individuals addressed the Committee, each offering comments in support of the Tollway’s Technical Assistance program:

- Alberto Rocha, President, Rocha Electric Company
- David Rambhajan, Principal, Industria Inc.
- Dana Harder, Owner, INDEP Chicago Consulting
- Sandi Llano, Sandi Llano and Associates, Inc.
- Liona Bran, Illinois Hispanic Chamber of Commerce
- Bernie McNally, President, Brophy Excavation
- Roberto Velazquez, Founder, Semper Fi

Committee Chair’s Items

Committee Chair Davis entertained a motion to approve Committee Chair’s Item 1, the Minutes of the regular Diversity & Inclusion Committee meeting held on October 15, 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

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.

Committee Chair Davis thanked Mr. Miller for his presentation.

Adjournment
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 10:20 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
January 28, 2021
1. COMMITMENT TO DIVERSITY
   - Statistics

2. DIVERSITY PROGRAMS
   1. Building for Success Webinar Series
   2. Small Business Initiative
   3. Partnering for Growth
   4. Earned Credit Program
   5. ConstructionWorks
   6. Technical Assistance

3. PROGRAM COMPARISON
   1. Illinois Tollway
   2. IDOT

Presented on January 28, 2021
CONSTRUCTION AND PROFESSIONAL SERVICES AWARDS

2019 CONSTRUCTION AWARDS
- $15.2M
- $10.43M
- $508.63M

2020 CONSTRUCTION AWARDS
- $37.67M
- $18.76M
- $135.85M
- $158.11M
- $988.4M

2019 PROFESSIONAL SERVICES AWARDS
- $9.48M
- $3.5M
- $19.3M
- $4.7M
- $12.85M
- $15.87M
- $109.37M

2020 PROFESSIONAL SERVICES AWARDS
- $8.99M
- $38.44M
- $54.89M
- $1.38M
- $17.75M
- $22.16M
- $9.03M
- $16.28M

Presented on October 15, 2020
Overview

30-minute presentations, Mondays at 3 p.m.

Highlights key Tollway programs and initiatives and provides strategies for improving business operations

Leverages relationships with strategic partners/sister agencies

Sessions are recorded and posted online as resources for firms doing business with the Tollway
BUILDING FOR SUCCESS WEBINAR SERIES

Success to Date

- Nearly 2,000 attendees in 2020
- Most popular topics: Statement of Interest workshop, IDOT and CDB prequalification

Winter 2021 Topics

- How to Bid – Using the state’s BidBuy system
- How to do Business (Procurement, Contract Services, Compliance)
- E-Builder Process
- Partnering for Growth – Professional Services

Presented on January 28, 2021
Overview

Identifies select construction contracts specifically for small businesses to perform as prime contractors

Requires a self-performance goal not to exceed 40%; determined on a project-by-project basis
### Requirements

- **Firms must be registered with the State as a small business**
- **Primes must have gross revenues of $14 million or less annually**
- **Primes and subs must complete Tollway’s Small Business Initiative application and be registered**
Small Business Contract Tiers

Tier 1  Tier 2  Tier 3

$1 million or less  $1-3 million  $3-5 million

Project Scopes

- Demolition, electrical, vertical, structural
- Landscaping, grading/drainage, general roadway
PARTNERING FOR GROWTH PROGRAM

Overview

- Encourages contractors and consultants to assist small, diverse and veteran-owned businesses in remaining self-sufficient, competitive and profitable.
- Flexible agreements allow firms to gain experience on active contracts (professional services) or work together without a contract (construction).
- Tollway provides assistance with agreements (construction).
PARTNERING FOR GROWTH PROGRAM

Accomplishments

170
Agreements to date

30
Protégé firms awarded Tollway prime contracts
Future Improvements

- Award virtual bid credits to protégés (construction)
- Streamline paperwork (both)
- Exit interviews to incorporate lessons learned (construction)
- New software to track and monitor agreements
Overview

- Prime and subcontractors earn bid credits when they hire from a pool of underemployed minorities, women, eligible offenders and exonerated individuals, veterans and other economically disadvantaged individuals.
- Race and gender-neutral program; candidates qualify based on income guidelines.
- Contractors can earn additional bonus for retaining hires.
- Tollway maintains online database to connect contractors with potential hires.
EARNED CREDIT PROGRAM

Accomplishments

506

ECP-eligible people hired since program launch

30

Individuals hired in 2020

Future Improvements

• Increase contractor hiring and retention bonuses
CONSTRUCTIONWORKS PROGRAM

Overview

- Connects participants to experienced career and pre-apprenticeship training partners throughout Northern Illinois who offer customized construction industry preparation.
- Provides unprecedented level of access to key industry resources throughout the region, including construction contractors and regional transportation agencies.
- Contractors earn bid credits for hiring and retaining candidates and up to $100,000 in wage reimbursements per contract for apprentice hires employed on Tollway projects.

Presented on January 28, 2021
CONSTRUCTION WORKS PROGRAM

Accomplishments

- 220 Participants hired since 2018
- 18 Individuals hired in 2020
- 30 Candidates hired for Tollway construction projects

Future improvements

- Allow contractors to earn cash wage reimbursement for non-skilled laborers
Overview

Provides comprehensive, customized business development assistance to small, diverse and veteran-owned firms for increased business stability and growth in the transportation-related construction industry.

- Services are customized to the firms’ assessed strengths, challenges and needs.
- Programs are self-paced or cohort-based (collaborative group setting).
Accomplishments

739  Firms assisted since 2016

51   Unique clients awarded Tollway contracts

96   Clients registered as small businesses in last four months, required to do business with the Tollway
Illinois Tollway Offers

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<thead>
<tr>
<th>Business development assistance</th>
<th>Peer mentoring for businesses</th>
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<tbody>
<tr>
<td>Technical Assistance Program</td>
<td>Partnering for Growth</td>
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<td>(professional services and</td>
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<td>construction)</td>
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<tr>
<td>Career development assistance</td>
<td>Hiring/retention business</td>
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<td>ConstructionWorks</td>
<td>incentives</td>
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<tr>
<td>Career development assistance</td>
<td>Earned Credit Program/</td>
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<td>ConstructionWorks – bid</td>
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<td>credits</td>
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<td>ConstructionWorks - $15</td>
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<td>wage reimbursement on</td>
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<td>Tollway contracts</td>
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<td>Contracting opportunities</td>
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<td>for small businesses</td>
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<td>Small Business Initiative</td>
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## IDOT Offers

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<tr>
<th>Business development assistance</th>
<th>Hiring/retention business incentives</th>
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<tbody>
<tr>
<td>DBE Supportive Services Program</td>
<td>HCCTP - $15 wage reimbursement</td>
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<tr>
<td>Career development assistance for individuals</td>
<td>Contracting opportunities for small businesses</td>
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<tr>
<td>Highway Construction Careers Training Program (HCCTP)</td>
<td>Target Market Program</td>
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<tr>
<td>Construction/Consultant Mentor Protégé Program</td>
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Q&A

Presented on January 28, 2021