



## Record of Meeting | December 14, 2023

The Illinois State Toll Highway Authority ("Tollway") held the Diversity & Inclusion Committee meeting on Thursday, December 14, 2023, in the Boardroom of Tollway headquarters in Downers Grove, Illinois. The meeting was held pursuant to the By-Laws of the Tollway upon call and notice of the meeting executed by Chairman Arnaldo Rivera and posted in accordance with the requirements of the Open Meetings Act, 5 ILCS 120/1, *et seq.*

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

## Call to Order / Roll Call

Committee Chair Gomez called the meeting to order at approximately 8:25 a.m. She then asked the Board Secretary to call the roll, those Directors present and absent being as follows:

Committee Members Present:	Committee Members Not Present:
Director James Connolly	None
Director Karen McConaughay	
Director James Sweeney	
Director Mark Wright	
Committee Chair Jacqueline Gomez	
Other Directors Present:	
Director Melissa Neddermeyer	
Director Scott Paddock	
Director Gary Perinar, Jr.	
Chairman Arnaldo Rivera	

The Board Secretary declared a quorum present.

## Public Comment

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



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## Committee Chair's Items

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Committee Chair Gomez entertained a motion to approve **Committee Chair's Item 1**, the minutes of the regular Diversity & Inclusion Committee meeting held on August 31, 2023, as presented. Director Sweeney made a motion to approve the minutes, seconded by Chairman Rivera. The motion PASSED unanimously by voice vote.

Having no further items, Committee Chair Gomez called on Executive Director Cassandra Rouse.

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## Executive Director's Items

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Executive Director Rouse introduced Terry Miller, Chief of Diversity & Strategic Development, to present an overview of the Tollway's diversity activities and accomplishments for the third quarter of 2023. [See attached presentation.](#)

Upon conclusion of the presentation and discussion, Committee Chair Gomez thanked Mr. Miller.

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## Items for Consideration

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### Diversity & Strategic Development

Executive Director Rouse called on Mr. Miller to present to the Committee the following item:

***Item 1:** Award of Contract 21-0196R to Chicago Cook Workforce Partnership for the purchase of Workforce Development Technical Assistance Initiative Services in an amount not to exceed \$4,500,000.00 (Tollway Request for Proposal).*

Upon conclusion of the item presentation, Committee Chair Gomez entertained a motion to approve placement of **Diversity & Strategic Development Item 1** on the full Board agenda with the Committee's recommendation. Director Sweeney made a motion to approve this item, seconded by Chairman Rivera. The motion PASSED unanimously by voice vote.

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## Adjournment

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There being no further business before the Committee, Committee Chair Gomez entertained a motion to adjourn. Director Sweeney made a motion to adjourn, seconded by Chairman Rivera. The motion PASSED unanimously by voice vote.



Minutes of the  
**Diversity & Inclusion Committee Meeting**

Meeting Date  
**December 14**  
2023



The Meeting was adjourned at approximately 8:49 a.m.

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

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

Christi Regnery  
Board Secretary  
Illinois State Toll Highway Authority



# 2023 Q3 REVIEW

*Diversity and Inclusion Committee*

**Terry Miller**

Chief of Diversity and Strategic Development

December 14, 2023







**Participation**

**Program updates**

**Spotlight: Emerging Technology  
Training**

**Meetings and outreach**

# AGENDA



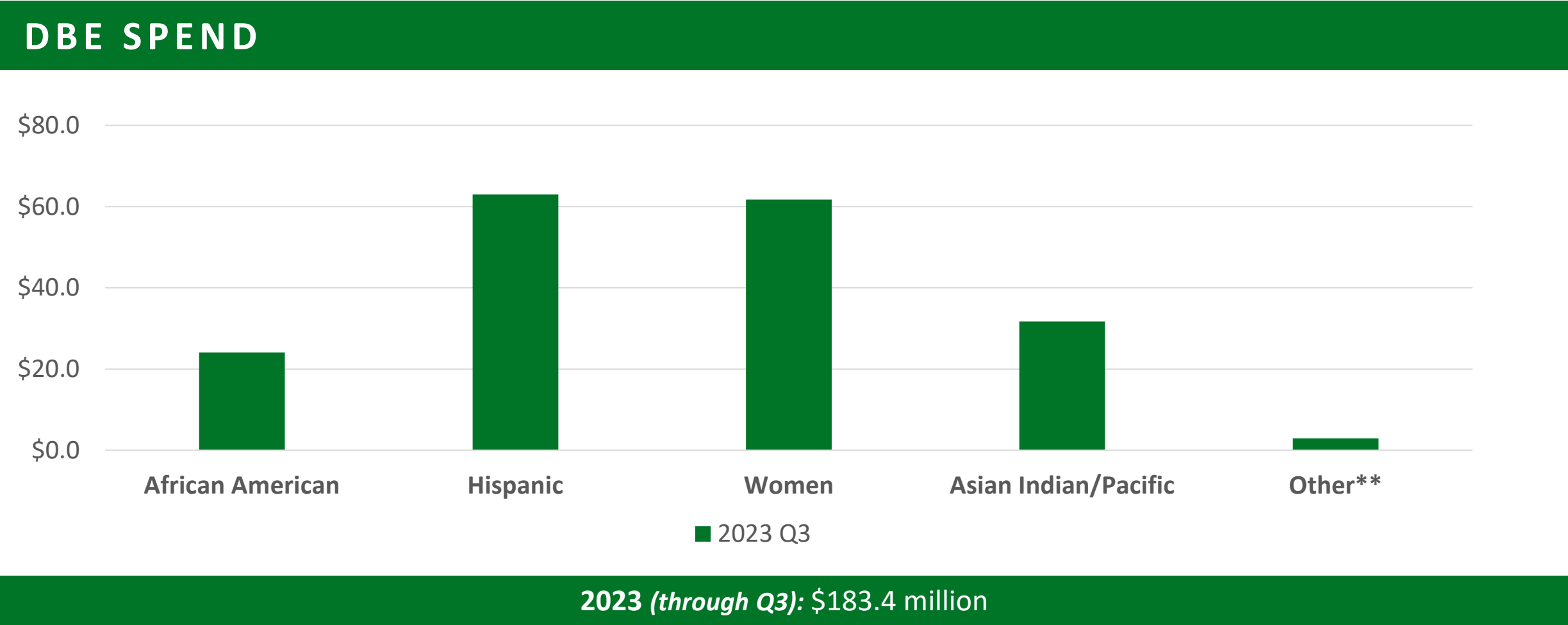


# OVERALL PARTICIPATION



# DBE SPEND PARTICIPATION

*2023 Construction and Professional Services Spend (Through Q3)\**



\* = **UNAUDITED**    Totals may not add due to rounding

\*\* Other category includes Native American and Male (Caucasian)

# CONSTRUCTION AND PROFESSIONAL SERVICES

## 2023 Spend (Through 2023 Q3)



### CONSTRUCTION SPEND (thru 2023 Q3)

African American	\$5.9 million	1.3%
Hispanic	\$42.3 million	9.1%
Women	\$47.1 million	10.2%
Other**	\$7.2 million	1.6%
<b>DBE Subtotal</b>	<b>\$102.5 million</b>	<b>22.1%</b>
Non-DBE	\$353.2 million	76.1%
Veteran	\$8.3 million	1.8%
<b>TOTAL</b>	<b>\$463.9 million</b>	

\*\*Other category includes Asian Indian/Pacific, Native American and Male (Caucasian)



### PROFESSIONAL SERVICES SPEND (thru 2023 Q3)

African American	\$18.3 million	10.6%
Hispanic	\$20.7 million	12.0%
Women	\$14.6 million	8.5%
Asian Indian/Pacific	\$26.9 million	15.6%
Other**	\$0.5 million	0.3%
<b>DBE Subtotal</b>	<b>\$80.9 million</b>	<b>47.0%</b>
Non-DBE	\$84.6 million	49.2%
Veteran	\$6.6 million	3.8%
<b>TOTAL</b>	<b>\$172.1 million</b>	

\*\*Other category includes Native American and Male (Caucasian)



# OVERALL BEP PARTICIPATION

*2023 BEP Spend (Through 2023 Q3)\**

GOODS AND SERVICES SPEND		
African American	\$1.6 million	2.3%
Hispanic	\$4.0 million	5.4%
Women	\$6.3 million	8.6%
Asian Indian/Pacific	\$9.4 million	12.8%
Other**	\$0.3 million	0.03%
BEP Subtotal	\$21.6 million	29.1%
Non-BEP	\$51.9 million	70.0%
Veteran	\$0.7 million	0.9%
TOTAL	\$74.2 million	



\* = UNAUDITED

Totals may not add due to rounding

\*\* Other category includes Native American and Male (Caucasian)





# PROGRAM UPDATES



# DIVERSITY UPDATES

## *2023 Highlights through Q3*

### Partnering for Growth

- **12** Professional Services agreements approved
  - **3** Reverse agreements approved
- **5** Construction agreement extensions approved
- 4 new firms went from protégé to prime
  - **Nearly 60** firms have gone from protégé to prime since program inception

### Technical Assistance Program

- **More than 100** bids submitted by clients
- **More than 100** firms received assistance with certification
- 25 new firms enrolled as TA Program clients in Q3 alone

### Small Business Initiative

- Nearly **240** firms registered
- More than **70 percent** of bidders on Small Business Initiative contracts are certified DBE or veteran-owned firms
- Nearly **\$70 million** in SBI contracts awarded since January 2021

***NEARLY 80 TOTAL  
WORKFORCE HIRES IN  
2023***

### **Bid Credit Program – 25 hires**

- **\$306,000** earned in wages
- **\$125,000** in bid credits earned

### **ConstructionWorks – 54 hires**

- **3 hires** on Tollway contracts





# EMERGING TECHNOLOGY AXIS TRAINING

## *Network Video Fundamentals and Certification*

*Multi-day, free training event held for contractors actively looking or working on upcoming Illinois Tollway system integration and network video design projects*

- Featured more than 40 hands-on exercises and topics
- Successful participants achieved 3-year professional certification from the equipment manufacturer
- Goal to increase pool of small/diverse firms ready to compete for prime contracting opportunities across Tollway system
- Tollway working with Illinois Asphalt Paving Association (IAPA) to develop training opportunities for small businesses







# MEETINGS AND OUTREACH



# BUILDING FOR SUCCESS WEBINAR SERIES

## *2023 Highlights*

More Than **1,150** Attendees Across nearly **20** Webinars in 2023

### Previous Topics

- e-Ticketing
- Electrical Work
- Small Business Initiative
- Web Based Program Management Control Systems
- Goods and Services
- Towing and Road Service
- Bid Credit Incentives
- Contract Compliance
- IDOT Statements of Interest
- Job Order Contracting

### 2024 Q1 Topics

- 2023 Year in DBE Participation
- Small Business Initiative Updates
- Bid Credit Program
- Getting Certified as a Small Business
- Contract Compliance (English and Spanish)
- Writing Effective Statements of Interest



# MEETINGS AND OUTREACH



***IHCC Business Expo 2023***



***Illinois State Black Chamber of Commerce  
Pre-Convention Cruise***

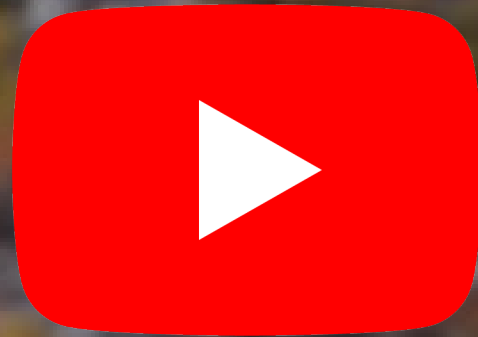


***Local 150 Emerging Technology Training***



THE ELITE  
SDVOB  
NETWORK





# ConstructionWorks

POWERED BY THE ILLINOIS TOLLWAY

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*Teaching Trades, Building Careers*





THANK YOU

