

# Illinois Tollway Business Diversity Program

THE FUTURE

Gustavo Giraldo, *Chief of the Department of Diversity and Strategic Development* July 28, 2016

#### Agenda

Actions since May 2016 Board Meeting

**Overview of Diversity Report Recommendations** 

**Next Steps** 

#### **Diversity Report Recommendations Update**

- Sent draft report to Tollway Board of Directors (May 27)
- Posted draft report on Tollway website (June 3)
- Shared draft report with stakeholders (June 3)
- Update presentation to Diversity and Inclusion Committee (July 20)
- Posted Diversity Advisory Council and subcommittee meeting dates online
  - Next general Diversity Advisory Council meeting August 2
  - Next Policy Subcommittee meeting August 8
  - Next Workforce Development Subcommittee meeting August 23
  - Next Program Subcommittee meeting TBD

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#### **Diversity Report Recommendations**

### **Overview**

- Recommendations completed
- Recommendations in progress
- Recommendations proposed



#### **Recommendations Completed**

#### **Disparity Study**

- Maintain DBE program
- Use Disparity Study data to set DBE goals
- Re-evaluate diversity program
- Host contractor compliance seminars
- Revise retainage policy

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 Continue issuing unbundling and set-aside contracts\*

#### **Diversity Advisory Council**

- Continue Diversity and Inclusion Committee and Diversity Advisory Council meetings
- Marketing in technical assistance programs

#### **Recommendations In Progress**

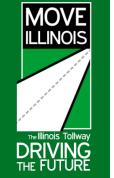
#### **Disparity Study**

- Launch new Mentor/Protégé Program for construction\*
- Create new DBE incentive program for prime contractors
- Develop new DBE program manual
- Identify barriers on Tollway construction contracts
- Issue RFP for diversity management software

#### \* Also recommended by Diversity Advisory Council

#### **Diversity Advisory Council**

- Issue RFP for workforce development technical assistance program
- Create construction contract bidding checklist
- Post contractor EEO compliance reports online



#### **Recommendations Proposed**

#### **Disparity Study**

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- Require primes to maintain subcontractor quotes
- Expand unbundling and set-aside contract opportunities\*
- Develop DBE Program performance metrics

#### **Diversity Advisory Council**

- Establish new DAC subcommittee for trade unions and prime
  - contractors
- Require contractor EEO workforce projections
- Evaluate goods and services and JOC Program contract lengths
- Issue RFP for goods and services technical assistance program
- Conduct workforce disparity study



#### **Next Steps**

- Approve Tollway staff proposed actions at July Board meeting
- Provide regular progress reports to Diversity and Inclusion Committee and to Board of Directors every six months
- Tollway Board of Directors/Diversity Advisory Council meet and greet August 2



## **THANK YOU**