



Illinois Tollway Business Diversity Program Update

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Agenda

Diversity Initiatives Update

- November 2016 Diversity Advisory Council meeting
- Sole Source Procurement Policy
- Navigating the Tollway Bid Process
- Executive Order 15-12 compliance report
- Diversity Report recommendations
- 3rd Quarter Diversity statistics
- Upcoming meetings

Diversity Advisory Council Meeting

Meeting update – November 2, 2016

- Discussion on best practices/lessons learned for improving the workforce diversity on highway construction projects
- Presentation by the Institute for Work & the Economy included:
 - Effective practices for inclusion of several target populations including diverse minority groups in highway and related construction
 - Effective models in place that are comparable to Illinois
 - Achieving good working collaborations with and between unions and contractors
 - Trending workforce innovations



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Sole Source Procurement Policy

Update

- Updated internal Sole Source Procurement Policy
- Effective immediately, all sole source procurements will follow existing BEP goal-setting procedures, as currently applied to all contract solicitations
- Tollway departments must work directly with Diversity staff prior to submitting paperwork for sole source procurement approvals



Navigating the Tollway Bid Process

Update

- Online educational video series for contractor bid process including submitting a bid, contract requirements, documentation and Diversity requirements
- Revisions made to update content
- Videos can be easily downloaded by contractors
- Tollway notified internal and external stakeholders about updates
- Tollway will host webinars for additional training



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Equal Employment Opportunity (EEO)

Executive Order 15-12 compliance update

- 228 individuals serving in apprenticeships/training programs on Tollway work
- 84 minorities (approximately 40 percent)
- 56 veterans (25 percent)



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Diversity Report Recommendations Update

Technical Assistance for Small Businesses

- Proposals evaluated for technical assistance programs in Chicago/Cook County/South Suburbs and Rockford
- Anticipate Board approval in early 2017
- Tollway to extend existing intergovernmental agreement to ensure services continue in Chicago/Cook County/South Suburbs without interruption
- Commence expanded technical assistance services 1st Quarter 2017

Goal Setting

- DBE Goals will be set per new Disparity Study data

Diversity Report Recommendations Update

Partnering for Growth (P4G) Program for Construction

- Program guidelines submitted to State Purchasing Officer for approval
- Tollway working with internal and external stakeholders to review guidelines and identify protégé firms and mentors
- P4G Program will launch by end of the year

Small Business Goals

- Advertising small number of “control” contracts helps measure impact of the Tollway’s Business Diversity Program
- In November, the Board of Directors approved a contract with no DBE goals
- Tollway will advertise one contract with small business goals in December



Tollway Quarterly Diversity Statistics

Diversity Statistics – D/M/WBE Payments by Year

CONSTRUCTION CONTRACTS (in millions)

	2011		2012		2013		2014		2015		2016	
African-American-Owned	\$1.2	6.3%	\$2.3	5.8%	\$0.9	1.3%	\$8.0	5.8%	\$18.1	9.4%	\$16.9	15.5%
Asian Indian-Owned	\$0.3	1.5%	\$1.0	2.5%	\$2.1	3.0%	\$1.5	1.1%	\$8.6	4.4%	\$2.0	1.9%
Asian Pacific-Owned	\$0.7	3.6%	\$0.0	0.0%	\$0.0	0.1%	\$2.3	1.7%	\$0.7	0.4%	\$0.2	0.1%
Hispanic-Owned	\$7.4	39.1%	\$19.0	48.4%	\$47.9	68.3%	\$88.2	63.9%	\$118.9	61.5%	\$57.0	52.1%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$1.6	0.8%	\$1.2	1.1%
Women-Owned (Caucasian)	\$9.3	49.6%	\$17.0	43.3%	\$19.1	27.3%	\$38.1	27.6%	\$45.5	23.5%	\$32.1	29.3%
Total	\$18.8		\$39.2		\$70.1		\$138.1		\$193.4		\$109.3	

Percent shown is of total D/M/WBE payments.

PROFESSIONAL SERVICES CONTRACTS (in millions)

	2011		2012		2013		2014		2015		2016	
African-American-Owned	\$2.6	17.1%	\$6.2	16.7%	\$10.1	13.9%	\$14.6	16.9%	\$17.2	18.9%	\$11.7	21.0%
Asian Indian-Owned	\$2.3	15.2%	\$5.4	14.4%	\$14.1	19.5%	\$22.5	26.0%	\$26.4	29.0%	\$15.6	28.0%
Asian Pacific-Owned	\$3.1	20.8%	\$7.0	18.8%	\$12.5	17.3%	\$13.8	15.9%	\$10.9	11.9%	\$6.3	11.3%
Hispanic-Owned	\$2.2	15.0%	\$11.1	29.7%	\$22.1	30.6%	\$19.9	23.0%	\$20.1	22.1%	\$12.3	22.0%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%
Women-Owned (Caucasian)	\$4.8	31.9%	\$7.6	20.4%	\$13.5	18.7%	\$15.8	18.2%	\$16.6	18.2%	\$9.8	17.7%
Total	\$14.9		\$37.2		\$72.3		\$86.6		\$91.2		\$55.7	

Percent shown is of total D/M/WBE payments.



Diversity Statistics – New D/M/WBE and Veteran Firms

	Number of Firms
Veteran-Owned Total	27
D/M/WBE Total	335
African-American-Owned	66
Asian Indian-Owned	29
Asian Pacific-Owned	22
Hispanic-Owned	102
Native American-Owned	3
Women-Owned (Caucasian)	113
Total certified D/M/WBE or veteran-owned firms	354

	Number of New Firms
Veteran-Owned Total	21
D/M/WBE Total	156
African-American-Owned	36
Asian Indian-Owned	9
Asian Pacific-Owned	5
Hispanic-Owned	52
Native American-Owned	3
Women-Owned (Caucasian)	51
Total certified D/M/WBE or veteran-owned firms	173

More than one-third of all firms working on Tollway projects since 2012 are D/M/WBE or veteran-owned firms, including nearly 25 percent of firms new to the Tollway

Diversity Statistics – Veteran-Owned Businesses

VETERAN PAYMENTS BY YEAR (in millions) - January 1, 2015 through September 30, 2016

	2015		2016 Q3	
Construction Contracts	\$19.2	1.76%	\$9.3	1.67%
Professional Services Contracts	\$2.1	0.86%	\$2.2	1.45%
Total Contracts	\$21.3	1.60%	\$11.5	1.57%

Tollway established Veteran Goals Program in 2015. Data reported is through September 30, 2016.
Data presented is preliminary and subject to change.
Totals may not add due to rounding.



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Diversity Statistics – Construction EEO Data

WORKFORCE HOURS - January 1, 2011 through September 30, 2016

	Hours Reported	Percent		Hours Reported	Percent
African-American	430,564	4.8%	Female	512,747	5.7%
Asian/Pacific Islander	70,809	0.8%	Male	8,543,706	94.3%
Hispanic-American	3,114,187	34.4%	Total	9,056,453	
American Indian/Alaska Native	69,976	0.8%			
Caucasian	5,370,917	59.3%			
Total	9,056,453				

Since 2012, more than 40 percent of all construction hours worked were by minorities

Upcoming Diversity Advisory Council Meetings

Policy Subcommittee

- December 12 – 10:00 a.m., 200 W. Adams Street, Suite 2800, Chicago

Programs Subcommittee

- December 13 – 1 p.m., 105 W. Adams, Suite 2300, Chicago

Workforce Development Subcommittee

- December 15 – 10 a.m., 1631 S. Michigan Avenue, Suite 102, Chicago

DAC Quarterly Meeting

- January 10 – 1:30 p.m., Tollway Central Administration

ECP Event

- February 1 – 9:00 a.m., College of DuPage



THANK YOU