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**Diversity and Inclusion  
Committee**

**October 15, 2015**

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# Agenda

- **Committee mission**
- **Committee objectives**
- **External diversity**
- **Internal diversity**
- **Additional items**

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# Committee Mission

**To provide policy direction and oversight of the Tollway's inclusion efforts in construction, professional services and goods and services contracting, as well as internal and external workforce diversity**

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# Committee Objectives

- **Provide policy direction and oversight of Tollway's inclusion efforts**
  - ❑ Assist in breaking down potential barriers to participation for both firm and individual workers
  - ❑ Create a formal vehicle of communication to discuss policy and explore potential new initiatives
  - ❑ Ensure greater accountability and increased transparency
  - ❑ Help direct the Tollway's Board to new opportunities to promote diversity in Tollway activities



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## External Diversity

October 15, 2015

# Diversity Participation Update – D/M/WBE

## D/M/WBE Payments January 1, 2010 through September 30, 2015

	Construction Contract Payments	Professional Services Contract Payments	Combined Payments
D/M/WBE payments (millions)	\$404.6	\$289.0	\$693.5
Total payments (billions)	\$2.2	\$0.85	\$3.0
Distribution of total D/M/WBE payments	18.5%	34.0%	22.9%

	Construction Contract Payments (millions)	Professional Services Contract Payments (millions)	Combined Payments (millions)	Distribution of Total D/M/WBE Payments
African American-Owned	\$20.5	\$47.0	\$67.6	9.7%
Asian Indian-Owned	\$13.5	\$67.6	\$81.1	11.7%
Asian Pacific-Owned	\$6.3	\$47.9	\$54.2	7.8%
Hispanic-Owned	\$241.5	\$71.7	\$313.1	45.1%
Native American-Owned	\$1.0	\$0.0	\$1.0	0.153%
Women-Owned (Caucasian)	\$121.7	\$54.8	\$176.5	25.5%



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# Diversity Participation Update – Small and Veteran Businesses

## ■ Small businesses

- ❑ Awarded nearly \$8 million in Small Business Set-Aside (SBSA) contracts in 2015
- ❑ More than one-third of the SBSA contracts awarded so far this year went to D/M/WBE small businesses

## ■ Veteran-owned businesses

- ❑ Awarded more than \$9.3 million to veteran-owned construction and professional service firms
- ❑ Expansion of the Mentor/Protégé Program to include veteran firms



# Business Enterprise Program (BEP) Update

## 2014 BEP Data

<b>Total Budget</b>	\$ 295,455,696	<b>Dollars Subject to BEP Goal</b>	\$58,003,078
<b>BEP Goal</b>	\$11,600,616 (20%)	<b>BEP Achievement</b>	\$24,569,798 (42.4%)

## BEP Achievement by Ethnicity and Gender

<b>African American</b>	\$3,238,705 (13.2%)
<b>Asian American</b>	\$7,590,441 (30.9%)
<b>Hispanic American</b>	\$8,436,563 (34.3%)
<b>Caucasian Female</b>	\$5,303,712 (21.6%)



# Equal Employment Opportunity Update

## EEO Hours for Construction Contracts January 1, 2010 through September 30, 2015

### Distribution of Hours Reported by Ethnicity

	Hours Reported	Percent
African American	304,320	4.7%
American Indian / AK Native	52,429	0.8%
Asian / Pacific Islander	47,984	0.7%
Caucasian	3,804,032	59.2%
Hispanic / Latino	2,213,805	34.5%
<b>Total</b>	<b>6,422,569</b>	<b>100%</b>

### Distribution of Hours Reported by Gender

	Hours Reported	Percent
Female	367,609	5.7%
Male	6,054,961	94.3%
<b>Total</b>	<b>6,422,569</b>	<b>100%</b>

Totals may not add due to rounding.



# Current Technical Assistance Programs

	Construction Business Development Center	Construction Coaching for Growth
Approach	Situational; addresses specific question or issue a firm may have; not structured; occasional workshops	Assist small and diverse businesses; 3 months of structured courses in a cohort group setting
Target	Any type, primarily start-ups	At least three years in business and \$250,000 in annual revenues
Services	One-on-one individual attention to address a specific issue or question	Structured courses as well as one-on-one counseling
Locations	Zone 1	Zone 1
Results	<p>158 participants reporting more than \$12.6 million increase in revenue            44 bids submitted as prime, 6 awarded            90 bids submitted as subcontractors, 31 awarded            More than 30 new jobs created</p>	

# Upcoming Technical Assistance Program

	<b>2015 Awarded Technical Assistance</b> <i>Illinois Black Chamber of Commerce</i> <i>HACIA Scholarship Foundation</i>
<b>Approach</b>	Multi-year, highly structured mentorship program with courses and workshops
<b>Target</b>	Recruits firms with industry experience and strong revenues that have bid on contracts in the past
<b>Services</b>	Multi-year 'mentorship' type of assistance Customized services to address challenges work One-on-one counseling Workshops Long-term assistance
<b>Locations</b>	Zone 2: Lake County and surrounding communities Zone 3: Kane County and surrounding communities

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# Workforce Development

## ■ Earned Credit Program (ECP)

- ❑ More than 200 hires
- ❑ More than \$9.3 million in wages paid
- ❑ Tollway investment of \$489,000

## ■ Transportation Construction Apprenticeship Readiness Training Program (TCART)

- ❑ Strategic partnership with Illinois Department of Transportation
- ❑ Hiring incentive of \$15 per hour worked



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# Compliance Initiatives

- **Disadvantaged Business Enterprise (DBE) Program and Equal Employment Opportunity (EEO) Program compliance**
- **Monitor program requirements during construction**
  - ❑ Verification of commercially useful function by DBEs
  - ❑ Interview of workforce and check to EEO forms/certified payroll
  - ❑ Facilitate diversity documentation from project start to close-out

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# Outreach Initiatives

- **The Tollway sponsors and participates in outreach and networking events throughout the year**
- **Thus far in 2015 Tollway Diversity staff has attended or hosted more than 100 meetings**
- **Meetings and networking sessions enable Diversity staff to emphasize Tollway's commitment to D/M/WBE participation on all contracts**





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**THANK YOU**