



Disparity Study

November 10, 2015

Purpose of Tollway Disparity Study

- Explore accessibility of Tollway contracting opportunities for disadvantaged, minority- and women-owned business (D/M/WBE) firms
- Develop remedies to remove barriers created by race and gender discrimination identified in study data
- Ensure that Tollway-sponsored DBE programs adhere to applicable legal standards
- Conducted by Colette Holt & Associates



Key Issues Examined in Study

- Tollway's utilization of DBEs as prime and subcontractors compared to white male-owned firms
- Any disparities between the availability of DBEs and their utilization on Tollway contracts
- General experiences of DBE business opportunities throughout Illinois and other regions of the country
- Specific experiences of DBEs seeking Tollway work
- Whether race- and gender-neutral measures have been sufficient to remedy market discrimination



Disparity Study Findings

- Findings provide strong basis for the Tollway to continue administering DBE programs with narrowly tailored remedies to mitigate effects of discrimination
- Disparities exist between utilization of DBEs and their availability in the Tollway's market area
- DBEs will continue to benefit from Tollway networking, contracting and training opportunities



Recommendations

- Consider enhanced training opportunities for prime contractors
- Consider expanding current efforts to “unbundle” appropriate contracts
- Consider expanding the Small Business Initiative
- Consider relaxing experience requirements to ensure DBEs and small firms are not unfairly disadvantaged
- Continue to set DBE goals on contracts
- Consider expansion of the Mentor/Protégé Program to construction contractors
- Consider measures to encourage primes to use new DBEs
- Evaluate appropriateness of an electronic contracting data collection, monitoring and notification system
- Evaluate overall program resources periodically



Disparity Study Release Schedule

- Study found at www.illinoistollway.com
- Public meetings regarding the study including question-and-answer session
 - November 18, DePaul Conference Center, 2 p.m.
 - November 19, Naperville Marriott, 2 p.m.
- Adoption to be considered by full Tollway Board in early 2016





THANK YOU