



Record of Meeting | January 20, 2016

The Illinois State Toll Highway Authority (the "Tollway") held the Diversity and Inclusion Committee Meeting on Wednesday, January 20, 2016 in the Boardroom of Tollway Headquarters in Downers Grove, Illinois. The Meeting was held pursuant to By-Laws of the Tollway upon call and notice of the Meeting executed by Chairman Robert Schillerstrom and posted in accordance with the requirements of the Illinois *Open Meetings Act*. The Meeting was open to the public.

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

Call to Order / Roll Call

Committee Chair Corey Brooks called the Meeting to order at approximately 11:32 a.m. and stated that this is the regular meeting of the Diversity & Inclusion Committee of the Tollway Board of Directors. He invited attendees to rise and join in the Pledge of Allegiance. He then asked the Board Secretary to call the roll, those Directors present and absent being as follows:

Committee Members Present:
Committee Chair Corey Brooks
Director Earl Dotson, Jr.
Director Joseph Gomez
Director James Sweeney

Committee Members Not Present:
Director David Gonzalez

The Board Secretary declared a quorum present.

Public Comment

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

Committee Chair's Items

Item 1: Approval of Minutes of the Regular Diversity & Inclusion Committee Meeting held October 15, 2015.

Committee Chair Brooks called for a motion to approve **Chair's Item 1**, the Minutes of the regular Diversity & Inclusion Committee meeting held on October 15, 2015, as presented. Director



Sweeney made a motion for approval; seconded by Director Dotson. Committee Chair Brooks then called for a vote. The motion PASSED unanimously.

Having no further items, Committee Chair Brooks called on Greg Bedalov, Executive Director.

Executive Director's Items

Professional Services Networking Event: Executive Director Bedalov reported that the Tollway recently hosted the first Professional Services Networking event of 2016 in Lombard with nearly 300 firms in attendance. He explained that the purpose of these events is to connect large and small businesses interested in participating in upcoming Tollway projects and to provide information on Tollway diversity programs, which are predicated upon a principal that *Move Illinois* projects must include opportunities for disadvantaged, women- and minority-owned businesses, as well as small and veteran-owned businesses. The Executive Director reminded Directors that since January 2012, the Tollway has awarded 269 construction and professional services contracts. He highlighted that more than half of the nearly 900 unique vendors awarded contracts are new to the Tollway and of those new firms, more than one-fifth are disadvantaged, minority, or woman-owned business enterprises or veteran-owned firms.

Career Opportunities Expo: Executive Director Bedalov stated that in keeping with the Board's commitment to workforce diversity and the diversity of firms participating in Tollway projects, the agency, with the assistance of Committee Chair Brooks, will be hosting the Career Opportunities Expo on February 26 at the New Beginnings Church of Chicago. He explained that this event will provide information about employment readiness and opportunities within the Tollway, firms that do business with the Tollway, and the organizations that help prepare people to perform Tollway work.

Diversity Reports: Committee Chair Brooks then introduced Gustavo Giraldo, Chief of Diversity and Strategic Development, and Lisa Williams, EEO/AA Officer, to provide for the Committee an overview of the agency's contracting data reports, Diversity Advisory Council subcommittee reports and the workplan developed for the Diversity and Inclusion Committee. [See attached presentation.](#) Mr. Giraldo subsequently introduced Kristen Bennett, Diversity Compliance Coordinator, Marlene Vick, Senior Manager of Program Development, and consultant Kristen Hamilton, each who then contributed portions of the presentation.

A member of the public asked permission to address a question to staff. Committee Chair Brooks requested that public input be limited to the public comment portion of the Meeting. He advised that staff is available post-meeting to address questions.



Director Gomez suggested the agency consider inviting local financial institutions to the Career Opportunities Expo, and to corresponding events in the future, to provide participants an opportunity to connect with lenders that can assist them with addressing their credit needs. **Ms. Williams responded that the agency will extend invitations to financial institutions as requested** and that she will reach out post-meeting to Director Gomez for additional input.

Director Dotson asked about enforcement of vendor compliance with diversity program commitments. Mr. Giraldo responded that pursuant to provisions made part of Tollway construction and professional services contracts, vendors are subject to sanctions. He then provided an overview of the Tollway's compliance procedures, which include evaluation by the Diversity Department of each contract's diversity program performance and require that vendors justify any deficiencies found.

Director Dotson inquired about the potential penalties which are available to the Tollway. Mr. Giraldo responded that sanctions can range from fines to banning a vendor from participating in future Tollway work, or combination thereof.

Committee Chair Brooks asked whether specific guidelines have been established for determining the severity of sanctions imposed by the Tollway. Mr. Giraldo highlighted that violations which warrant sanctions are relatively rare, as measured against industry standards. He further responded that identified violations of provisions related to diversity performance are evaluated by the Diversity Department, in consultation with the Audit, Engineering, and Legal Departments, on a case-by-case basis to determine the appropriate sanction. Mr. Bedalov added that, ultimately, appeals of sanctions come to the Executive Director. .

Director Gomez inquired about the Tollway's overall financial investment in support of Committee initiatives, specifically those to enhance participation of African American firms. Mr. Giraldo provided background and an overview of the Tollway's technical assistance programs. He specified that the two current programs, the Construction Business Development Center (CBDC) and Construction Coaching for Growth (CC4G), along with eminent Tollway awards for two additional programs, offered in partnerships with the Hispanic American Construction Industry Association and the Illinois Black Chamber of Commerce, will incur an annual cost to the Tollway of approximately \$1.9 million. Executive Director Bedalov clarified that Tollway diversity initiatives are intended to expand overall minority participation and are not extended exclusively to specific federally recognized minority subgroups.

Director Gomez commented that the Board is diverse in composition and reflective of the community it serves and he wishes to reassure all interested parties that the calls for expanding participation of under-represented minorities are being heard.



Minutes of the
Diversity & Inclusion Committee Meeting

Committee Chair Brooks thanked Mr. Giraldo and staff for their work. He then asked when the recommendations of the Diversity Advisory Council (“DAC”) are anticipated to be completed and presented to the Committee for its review. Mr. Giraldo responded that final DAC recommendations are expected to be presented to the Committee in March and will serve as a resource for the Committee to use, along with the Disparity Study, in developing its formal recommendations for presentation to the full Board in May.

Director Dotson asked if there are additional events, similar to the Career Opportunities Expo, planned for other regions. Ms. Williams responded that there are not currently plans for other similar events, however, suggestions or thoughts of Directors in this regard are welcomed. Director Dotson commented that he will submit his suggestions to staff.

Director Gomez suggested that in addition to local financial institutions, industry unions and Illinois Road Builders also be encouraged to participate in such events going forward. Executive Director Bedalov concurred, noting that representatives of industry unions and Illinois Road Builders have accepted invitations to participate in the Career Opportunities Expo.

Adjournment

There being no further business before the Committee, Committee Chair Brooks requested a motion to adjourn. Motion to adjourn was made by Director Dotson; seconded by Director Gomez. Committee Chair Brooks called for a vote. The motion PASSED unanimously.

The Meeting was adjourned at approximately 12:23 p.m.

Minutes taken by: _____

Christi Regnery
Board Secretary
Illinois State Toll Highway Authority

A stylized graphic of a road network with various colored nodes (orange, purple, blue, green, red, pink, yellow) and dashed lines representing roads. The graphic is positioned on the right side of the page and extends across the top and bottom.

CAREER OPPORTUNITIES EXPO: MAKING A CONNECTION

FEBRUARY 26, 2016

CAREER OPPORTUNITIES EXPO: MAKING A CONNECTION

CURRENT PARTICIPATION

54 Exhibitors

- Industry leaders
- State agencies
- Trades
- City Colleges
- Job seeker services
- Training partners
- Community organizations

550+ Registrants



WORKSHOPS

- Resume Writing
- Interviewing Skills
- IllinoisJobLink
- Getting Into the Trades
- Women in the Trades
- Apprenticeships for Job Seekers
- Tollway and State Employment Opportunities



PROMOTIONAL OUTREACH

- Community calendars
- Targeted I-PASS customer email
- Emails to prior event attendees
- Illinois Department of Employment Security email
- Tollway Job Alert email
- Other state agency emails
- News release
- Social media
- Tollway website
- Radio PSA
- TV PSA
- Local media pitch
- Posters in community businesses
- Grassroots outreach - "pluggers"



CAREER OPPORTUNITIES EXPO: MAKING A CONNECTION

THANK YOU



Diversity and Inclusion Committee

February 18, 2016

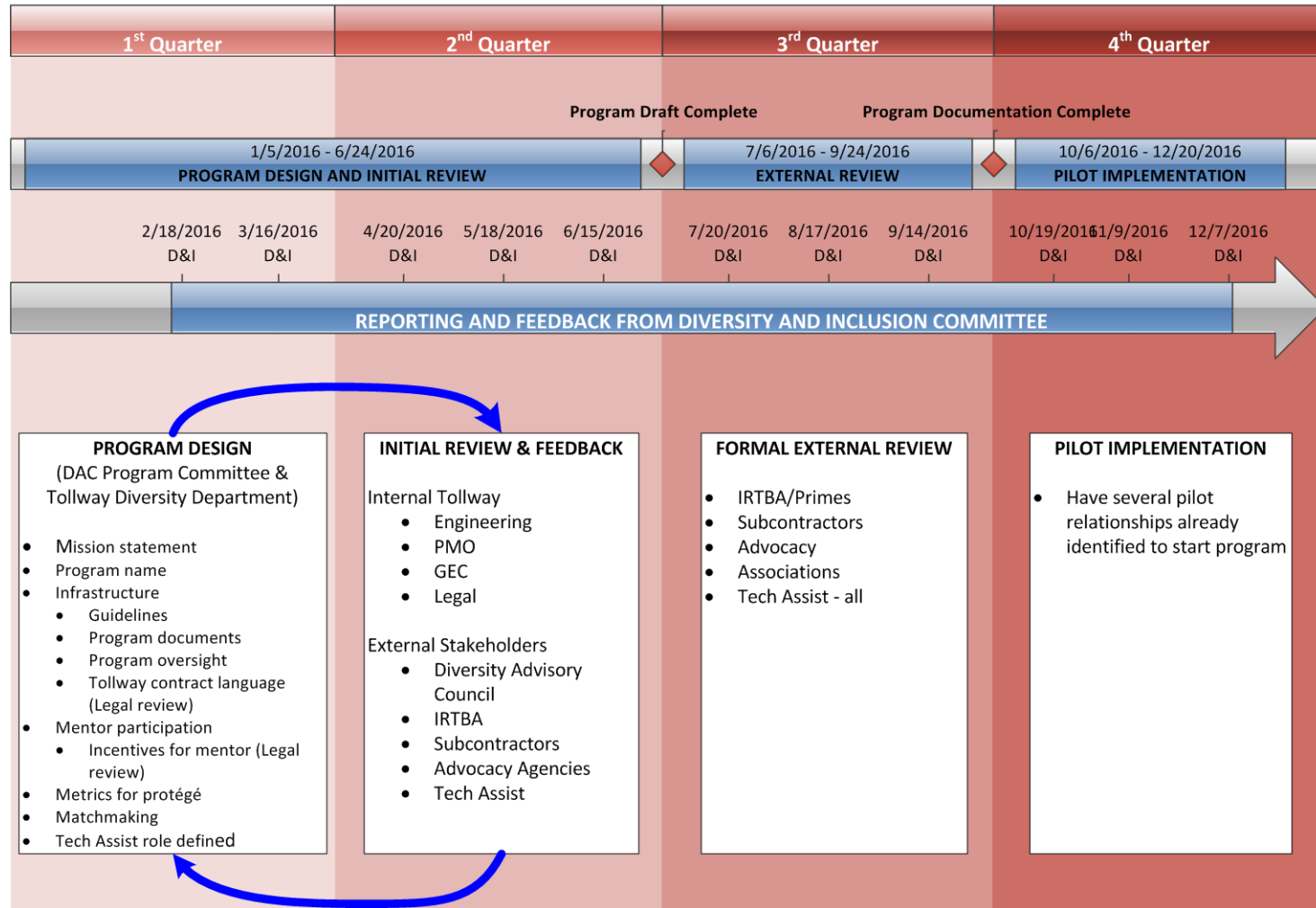
Diversity Advisory Council (DAC)

- ▶ **Council meeting held on February 3**
- ▶ **Key issues discussed:**
 - ▶ Timeline for delivering recommendations to the Diversity and Inclusion Committee
 - ▶ Subcommittee key issues and initial recommendations
 - ▶ Tollway Disparity Study
 - ▶ Unbundling Tollway contracts
 - ▶ Mentor/Protégé Program for construction

Diversity Advisory Council

- ▶ **Initial recommendations discussed**
 - ▶ Mentor/Protégé Program for construction
 - ▶ Re-name/re-brand the program
 - ▶ Engage Illinois Road and Transportation Builders Association (IRTBA) members in program development
 - ▶ Host construction contracting networking event in next 60 days
 - ▶ Commit to continued unbundling of contracts
 - ▶ Focus on increasing opportunities for veteran-owned firms
 - ▶ Explore ability to advertise “sheltered market” contracts for specific ethnic groups and/or waiver of unified goals
 - ▶ Establish technical assistance programs for goods and services firms

Mentor/Protégé for Construction - Timeline



Good Faith Efforts Training

- ▶ **Tollway's Diversity Department to engage the contracting community in additional training and discussion**
 - ▶ Aligns with Disparity Study recommendation for increased training for prime contractors
 - ▶ Fulfills request from IRTBA
 - ▶ Tentatively scheduled for April 2016

Small Business Goals

- ▶ **Small Business Program – goals for registered small businesses on construction contracts**
 - ▶ Separate from Small Business Set-Aside projects
 - ▶ Aligns with Disparity Study recommendation for control contracts without DBE goals
 - ▶ Actions
 - Special provisions – under review
 - Sample goal setting – February 2016
 - Internal review – February 2016
 - SPO review – March 2016
 - Project out to bid in 2016 – project selection in process

Technical Assistance Programs

- ▶ **Two new Tollway-supported technical assistance program contracts executed in February**
 - ▶ Illinois Black Chamber of Commerce (ILBCC)
 - ▶ Hispanic American Construction Industry Association (HACIA)
 - ▶ Expected to be fully operational by end of first quarter
- ▶ **Extension of existing technical assistance agreements through December 2017**
- ▶ **Advertising new RFP for construction technical assistance programs in first quarter of 2016**



THANK YOU
