



Record of Meeting | April 20, 2016

The Illinois State Toll Highway Authority (the “Tollway”) held the Diversity & Inclusion Committee Meeting on Wednesday, April 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 J. 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 10:37 a.m., stating that this is the regularly scheduled 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 David Gonzalez
Director James Sweeney

Committee Members Not Present:
None

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 February 18, 2016.



Committee Chair Brooks called for a motion to approve **Chair's Item 1**, the Minutes of the regular Diversity & Inclusion Committee meeting held on February 18, 2016, as presented. Director Dotson made a motion for approval; seconded by Director Gomez. Committee Chair Brooks asked if there are any questions, concerns or requests for amendment. Hearing nothing, Committee Chair Brooks called for a vote. The motion PASSED unanimously.

Committee Chair Brooks then raised for Committee discussion methods to enhance opportunities for minority participation on Tollway projects, including potentially establishing additional workforce training and apprenticeship programs to help minorities, women and disadvantaged workers gain marketable skills and jobs in transportation and highway construction trades. In this regard, Gustavo Giraldo, Chief of Diversity and Strategic Development, updated the Committee on several recommendations for workforce development that are currently being discussed by the Tollway's Diversity Advisory Council ("DAC"), including a potential Tollway solicitation to procure services of expert workforce development practitioners. He advised that all of the DAC subcommittees' recommendations are to be fully developed for Committee review and consideration in May.

Director Gomez suggested, and staff concurred, that industry contractors and labor unions will be important partners in the creation and implementation of any Tollway workforce development initiative.

Director Sweeney noted that the Transportation Construction Apprenticeship Readiness Training Program ("TCART"), offered under a partnership between the Illinois Department of Transportation ("IDOT") and the Chicago Urban League, has provided job-skills training for disadvantaged youth through Local 150 Operating Engineers and the Chicagoland Laborers, and could potentially serve as a model or foundation for a Tollway workforce development program. He highlighted the benefit to underprivileged and underemployed individuals of the TCART training program and the employment opportunities (as laborers, field technicians and apprentices) which have been afforded its graduates, 90 percent of whom are African-American. He suggested that to further expand these employment opportunities, the agency may consider incentivizing or mandating a certain level of apprenticeships on Tollway job sites. Directors Sweeney and Gomez then suggested that with summer coming and the continuing issue of youth underemployment in Illinois, some urgency should be applied to developing an initiative, perhaps best and most quickly accomplished by partnering with or modeling an existing program. Mike Stone, Chief of Staff, noted that the Tollway has joined the partnership which offers the TCART program. Mr. Giraldo advised that TCART, after having progressed through some early program implementation difficulties, has recently been impacted by state budget issues and has been inactive for several months.



Directors and staff then discussed the potential form a Tollway workforce development initiative might take and how best agency resources could be allocated in this regard. Upon conclusion of the discussion, **the Committee expressed consensus that, in addition to the forthcoming DAC recommendations on workforce development, staff should explore, develop and present to the Committee further specific options, resources, and programs on which a Tollway workforce development initiative might be modeled.**

Executive Director's Items

Diversity Reports: Chief of Staff Mike Stone introduced Mr. Giraldo and Lisa Williams, Equal Opportunity/Affirmative Action Officer, to update the Committee on the quarterly diversity statistics, ongoing work of the Diversity Advisory Council, as well as current and proposed diversity initiatives. [See attached presentation.](#)

Director Dotson asked about performance of Tollway construction contracts in meeting Equal Employment Opportunity (EEO) goals. Mr. Giraldo responded that since January 2011, more than 40 percent of all construction hours worked in the field on Tollway construction contracts were by African Americans, Hispanics or other ethnic groups, exceeding the 19.6 percent EEO minority goal established for the Tollway's geographical area.

Director Dotson, observing the relatively lower percentage of participation in construction hours by African Americans, asked whether participation goals have been established for specific ethnic groups. Mr. Giraldo responded that the Tollway does not have employment goals by type of minority. Mr. Stone highlighted that the trend of African-American participation on Tollway contracts is positive, and that the agency will continue to work to break down barriers and provide more opportunities for inclusion.

Director Gonzalez, referencing the DBE Participation Update slide, suggested it would provide added insight to the Committee for staff to report the distribution of contract payments to each type of disadvantaged, minority- and women-owned business enterprise ("D/M/WBE") as a percentage of overall contract payments, in addition to the distribution as a percentage of the total D/M/WBE payments (which is currently reported). **Mr. Giraldo confirmed that this information will be provided for the Committee in the future.**

Director Sweeney requested confirmation that although participation goals may not be established for specific ethnic groups, the Tollway may target outreach to underrepresented communities. Mr. Giraldo, clarifying that Tollway diversity initiatives are nondiscriminatory and open to all eligible participants, confirmed that targeting outreach to underrepresented communities is a key



component of agency strategies to address the disparity in participation on Tollway construction contracts. Director Sweeney suggested that further disseminating specifics on the current disparity of participation may help spur Tollway vendors to address at their level.

Director Gomez complimented Mr. Giraldo and staff for their efforts and success to-date with the relatively newly implemented veterans' initiatives. He then expressed his interest in being introduced to the members of the DAC and potentially attending a DAC meeting. Mr. Giraldo, noting that a DAC member is in attendance, introduced and welcomed Diana Hennington, Executive Director of the National Organization of Minority Engineers. **Mr. Giraldo then confirmed that staff will facilitate further introductions and ensure that Committee members receive invitations to all future DAC meetings.**

Director Gonzalez commented positively on the Tollway's diversity efforts and successes during his tenure as a Tollway Board member. He additionally complimented the Governor's public support for enhancing minority participation in Illinois. Ms. Williams highlighted that the Tollway is engaged as a partner with the Illinois Department of Human Rights in the Illinois Scorecard on Discrimination, a wide-ranging study initiated by Governor Rauner of statewide discrimination patterns and barriers to success.

Committee Chair Brooks thanked staff for their efforts and participation. He then advised members that the Committee will be reviewing at its May meeting final recommendations to the full Board for enhancements to the Tollway's disadvantaged business enterprise ("DBE") program and for other initiatives that can encourage greater minority participation on Tollway work.

Adjournment

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

The Meeting was adjourned at approximately 11:28 a.m.



Minutes taken by: _____
Christi Regnery
Board Secretary
Illinois State Toll Highway Authority