



Record of Meeting | December 7, 2016

The Illinois State Toll Highway Authority (the “Tollway”) held the Diversity & Inclusion Committee Meeting on Wednesday, December 7, 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 10:34 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 Joe 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 September 14, 2016.



Minutes of the
Diversity & Inclusion Committee Meeting

Committee Chair Brooks called for a motion to approve **Committee Chair’s Item 1**, the Minutes of the regular Diversity & Inclusion Committee meeting held on September 14, 2016, as presented. Director Gomez made a motion for approval; seconded by Director Sweeney. 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 was PASSED with Director Gonzalez abstaining.

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

Executive Director’s Items

Illinois Tollway Business Diversity Program: Executive Director Bedalov then introduced Gustavo Giraldo, Chief of Diversity and Strategic Development, to provide an update for the Committee on the Tollway’s diversity initiatives. [See attached presentation.](#)

Upon conclusion of the presentation, Committee Chair Brooks commented on the positive direction in which the agency’s diversity efforts are headed and thanked Mr. Giraldo and the Diversity Department for their good work. He then highlighted the important work which is continuing at the Tollway’s Diversity Advisory Council meetings and encouraged Committee members to attend whenever possible.

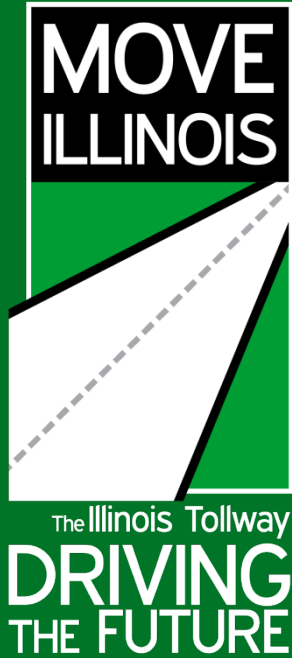
Adjournment

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 was PASSED unanimously.

The Meeting was adjourned at approximately 10:52 a.m.

Minutes taken by: _____

Christi Regnery
Board Secretary
Illinois State Toll Highway Authority



Illinois Tollway Business Diversity Program Update

Gustavo Giraldo, *Chief of the Department of Diversity and
Strategic Development*

December 7, 2016

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