



MOVING THE NEEDLE

With the *Move Illinois* capital program in its fifth year, the Illinois Tollway has made great strides in providing opportunities for small businesses, minorities, women and veterans to participate in contracts and work across the 12 counties we serve.

We are proud of our accomplishments, but know more can be done to level the playing field for small and diverse firms, as well as for underemployed individuals. The results of the 2015 Disparity Study we commissioned, as well as the Diversity Recommendation Report developed by our Diversity Advisory Council, show there is room for improvement.

Under the leadership of Director Corey Brooks, chairman of the Diversity and Inclusion Committee, the Illinois Tollway is advancing a robust diversity program to generate opportunities for more businesses, including small, minority-, women- and veteran-owned firms, to compete for and win Tollway contracts. We are committed to being the best toll agency in the world.

OUTREACH EFFORTS

The Department of Diversity and Strategic Development participated in 25 events in the first quarter of 2016 that attracted more than 4,800 attendees.

TOLLWAY INCREASES SPEND WITH SMALL BUSINESSES

The Illinois Tollway created a Small Business Initiative to increase opportunities for small companies to participate in *Move Illinois*. The initiative provides two ways for small businesses to succeed and grow as prime contractors. One, by identifying select construction contracts, generally with values of about \$1 million, that can be set aside specifically for small businesses. And by establishing small business goals for select construction contracts on a project-by-project basis.

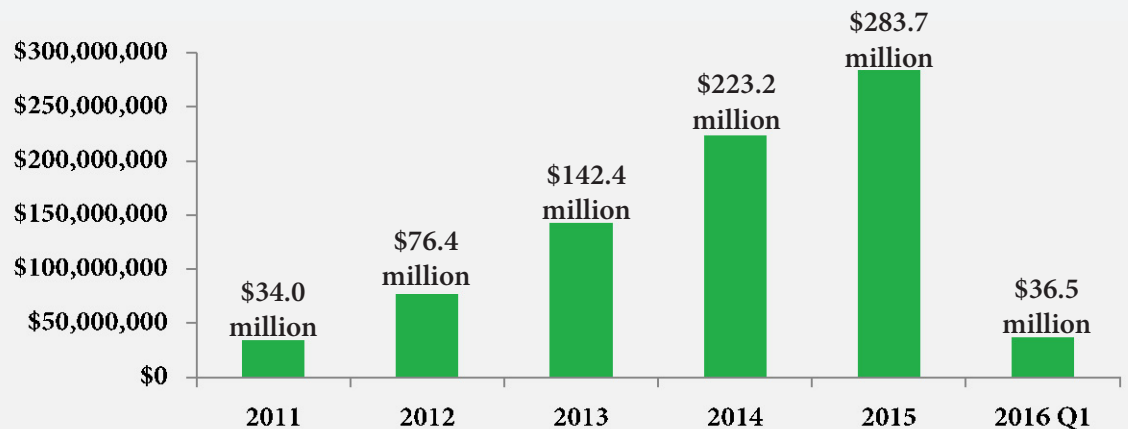
Through this initiative and continuing efforts to identify ways to support small businesses, **the Illinois Tollway moved from fifth place to first place in the annual ranking of top 10 agencies participating in the state's Small Business Set-Aside Program.**

2015 TOP 10 STATE AGENCIES

1. Illinois Tollway	\$27,092,326
2. Central Management Services	\$20,255,291
3. Corrections	\$15,216,187
4. Transportation	\$9,282,806
5. Human Services	\$8,430,879
6. Veterans Affairs	\$6,562,032
7. Natural Resources	\$5,385,609
8. Healthcare and Family Services	\$3,276,574
9. Student Assistant Commission	\$2,302,366
10. Children and Family Services	\$2,292,753

Source: Chief Procurement Office (CPO), www.illinois.gov/cpo/general/Pages/Sell2Illinois.aspx

DIVERSITY PAYMENTS BY YEAR



D/M/WBE PAYMENTS OVERVIEW

This overview provides data with regard to payments to disadvantaged, minority- and women-owned business enterprise (D/M/WBE) firms that have performed work for the Tollway from January 1, 2011, through March 31, 2016. During this time frame, the Tollway paid \$3.5 billion on construction and professional services contracts. D/M/WBE businesses were paid \$796.3 million, or 22.6 percent.

CONSTRUCTION CONTRACTS

Of the \$2.6 billion the Tollway paid on construction contracts, \$481.6 million, or **18.5 percent**, went to D/M/WBE businesses.

PROFESSIONAL SERVICES CONTRACTS

Of the \$913.0 million the Tollway paid on professional services contracts, \$314.6 million, or **34.5 percent**, went to D/M/WBE businesses.

D/M/WBE PAYMENTS (in millions) - January 1, 2011 through March 31, 2016

	Construction Contract Payments (millions)	Professional Services Contract Payments (millions)	Total D/M/WBE Payments by Group (millions)	Distribution of Total D/M/WBE Contract Payments
African American-Owned	\$36.0	\$53.2	\$89.2	11.2%
Asian Indian-Owned	\$14.8	\$73.6	\$88.4	11.1%
Asian Pacific-Owned	\$3.7	\$48.6	\$52.4	6.6%
Hispanic-Owned	\$291.4	\$78.2	\$369.6	46.4%
Native American-Owned	\$2.0	\$0.0	\$2.0	0.269%
Women-Owned (Caucasian)	\$133.6	\$61.0	\$194.6	24.4%
Total	\$481.6	\$314.6	\$796.3	

The Tollway paid \$240.5 million, or 30.2 percent of total D/M/WBE contract payments, (\$145.3 million to construction contractors and \$95.3 million to professional services firms) to women-owned businesses across all D/M/WBE ethnicities.

Totals may not add due to rounding.

D/M/WBE PAYMENTS BY YEAR

CONSTRUCTION CONTRACTS (in millions)

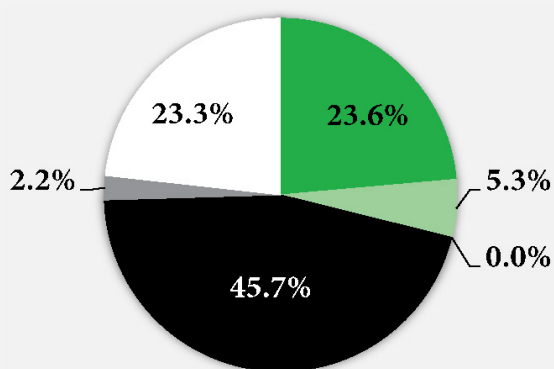
	2011	2012	2013	2014	2015	2016 Q1
African American-Owned	\$1.2	\$2.3	\$0.9	\$8.0	\$18.0	\$5.6
Asian Indian-Owned	\$0.4	\$1.0	\$2.1	\$1.5	\$8.5	\$1.3
Asian Pacific-Owned	\$0.7	\$0.0	\$0.0	\$2.3	\$0.7	\$0.0
Hispanic-Owned	\$7.4	\$19.0	\$47.9	\$87.7	\$118.7	\$10.8
Native American-Owned	\$0.0	\$0.0	\$0.0	\$0.0	\$1.6	\$0.5
Women-Owned (Caucasian)	\$9.4	\$17.0	\$19.1	\$37.1	\$45.4	\$5.5
Total	\$19.1	\$39.2	\$70.1	\$136.7	\$192.9	\$23.7

PROFESSIONAL SERVICES CONTRACTS (in millions)

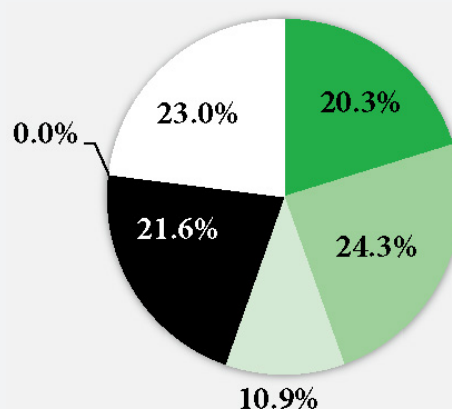
	2011	2012	2013	2014	2015	2016 Q1
African American-Owned	\$2.6	\$6.2	\$10.1	\$14.6	\$17.1	\$2.6
Asian Indian-Owned	\$2.3	\$5.4	\$14.1	\$22.5	\$26.3	\$3.1
Asian Pacific-Owned	\$3.1	\$7.0	\$12.5	\$13.8	\$10.9	\$1.4
Hispanic-Owned	\$2.2	\$11.1	\$22.1	\$19.9	\$20.1	\$2.8
Native American-Owned	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
Women-Owned (Caucasian)	\$4.8	\$7.6	\$13.5	\$15.7	\$16.5	\$2.9
Total	\$14.9	\$37.2	\$72.3	\$86.6	\$90.8	\$12.8

2016 FIRST QUARTER PERCENT OF D/M/WBE PAYMENTS

CONSTRUCTION CONTRACTS



PROFESSIONAL SERVICES CONTRACTS



■ African American-Owned
■ Asian Indian-Owned

■ Asian Pacific-Owned
■ Hispanic-Owned

■ Native American-Owned
■ Women-Owned (Caucasian)

Totals may not add due to rounding.

UNIQUE AND NEW MINORITY-OWNED FIRMS

As of March 31, 2016, an estimated **950 unique firms** have worked on Illinois Tollway projects since *Move Illinois* began. Of those, **513 firms are new to the Tollway**. This section provides a look into the ethnicities that make up those firms.

UNIQUE MINORITY-OWNED FIRMS

Of the 950 unique firms, 366 have been identified as minority- or women-owned firms.

	Number of Firms	Percent Minority or Women-Owned Firms
African American-Owned	62	17%
Asian Indian-Owned	31	8%
Asian Pacific-Owned	22	6%
Hispanic-Owned	92	25%
Native American-Owned	5	1%
Women-Owned (Caucasian)	154	42%
Total	366	

NEW MINORITY-OWNED FIRMS

Of the 513 new firms:

- 160* of them have been identified as minority or women-owned firms
- 130 are certified D/M/WBE or veteran owned firms (79 construction, 51 professional services)

	Number of Firms	Percent Minority or Women-Owned Firms
African American-Owned	32	20%
Asian Indian-Owned	6	4%
Asian Pacific-Owned	5	3%
Hispanic-Owned	38	24%
Native American-Owned	4	3%
Women-Owned (Caucasian)	75	47%
Total	160*	

*Identification based on D/M/WBE certifications or self-identified. Not all of these firms are registered D/M/WBE.

CONSTRUCTION CONTRACT EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

On construction contracts, the Illinois Tollway adheres to federal workforce requirements and works in conjunction with local unions and awarded contractors to facilitate achievement of all workforce goals.

The Earned Credit Program (ECP) is a rewards initiative that allows contractors and subcontractors to earn bid credits toward future Tollway construction bids when they hire from a pool of qualified, pre-screened job candidates, including underemployed African Americans, Latinos, Asian Americans, women, eligible offenders and exonerated individuals, veterans and other Workforce Investment Act eligible individuals.

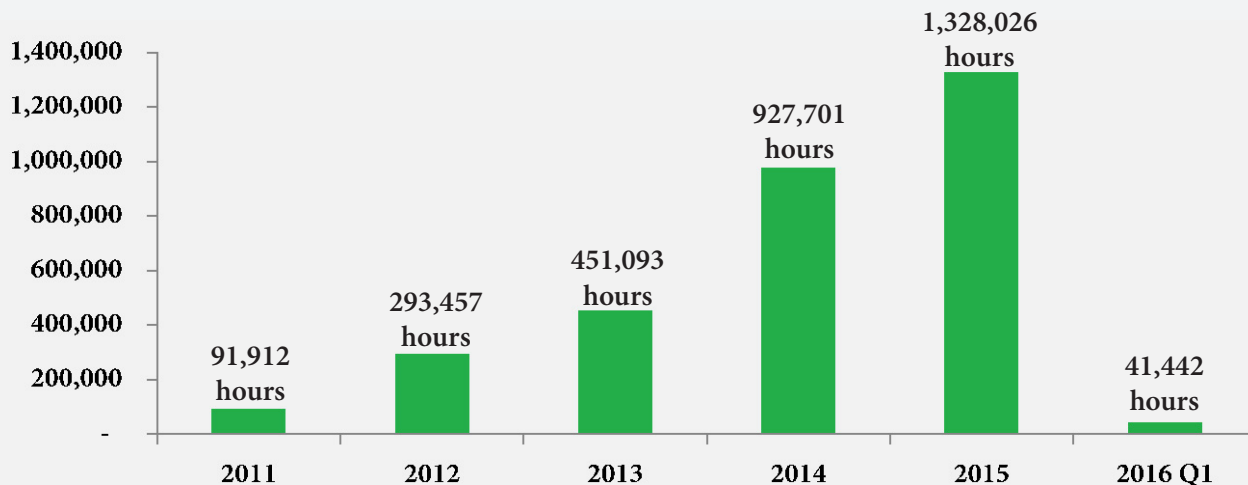
Contractors are encouraged to visit the ECP section of the Tollway's website for information on how contractors and subcontractors can earn bid credits to make their bids more competitive while augmenting the construction industry workforce with qualified hires.

WORKFORCE HOURS - January 1, 2011 through March 31, 2016

	Hours Reported	Percent		Hours Reported	Percent
African American	372,786	4.7%	Female	434,406	5.7%
Asian/Pacific Islander	56,877	0.7%	Male	7,247,293	94.3%
Hispanic/Latino	2,643,386	34.5%	Total	7,681,699	
American Indian/Alaska Native	60,581	0.8%			
Caucasian	4,548,070	59.2%			
Total	7,681,699				

WORKFORCE HOURS BY YEAR

	2011	2012	2013	2014	2015	2016 Q1
African American	11,348	31,199	49,256	113,113	161,490	6,381
Asian/Pacific Islander	1,580	4,484	7,304	21,518	20,645	1,346
Hispanic/Latino	78,268	253,850	383,380	772,402	1,122,783	32,703
American Indian/Alaska Native	716	3,923	11,153	20,669	23,108	1,012
Caucasian	123,121	346,522	689,299	1,408,833	1,900,263	80,031
Total	91,912	293,457	451,093	927,701	1,328,026	41,442



WORKFORCE DIVERSITY STATISTICS

The Illinois Tollway works with various agencies, trade schools, training programs and educational institutions throughout Northern Illinois to expand outreach efforts to enhance Tollway diversity.

In the quarter ending March 31, 2016, the Tollway sent external job postings to nearly 600 individuals in community, professional and advocacy groups that work on behalf of women, African-Americans, Hispanics and Asian-Americans, as well as community colleges and universities that include historically black and Hispanic institutions.

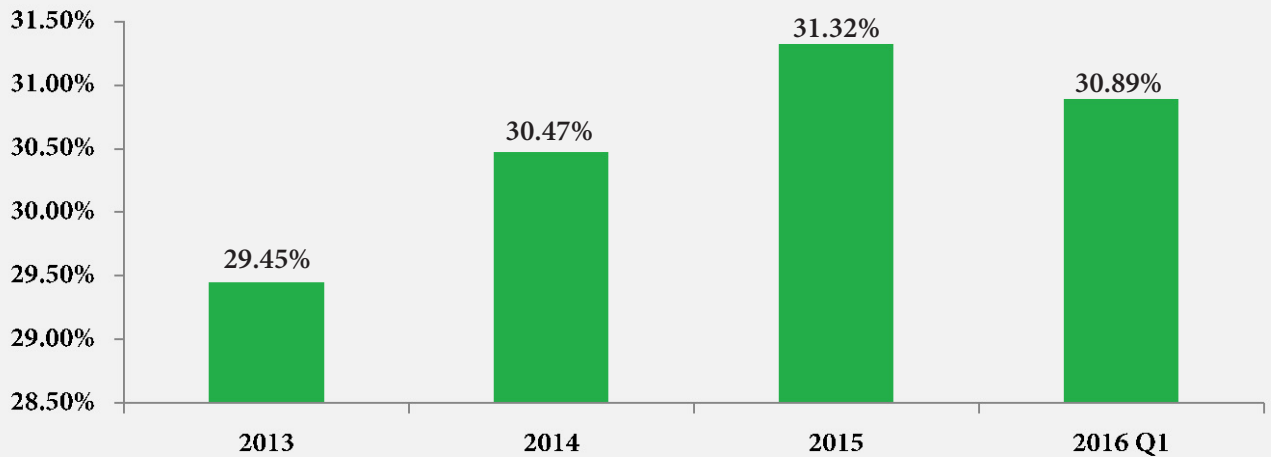
Tollway staff also participated this quarter in numerous job fairs, including events hosted by the Illinois Department of Employment Security, Saint Xavier University, State Rep. William Davis, State Rep. Fred Crespo and the Lake County Housing Authority.

TOTAL NUMBER OF EMPLOYEES

2013	1,287
2014	1,306
2015	1,277
January through March 2016	1,431

TOLLWAY WORKFORCE DEMOGRAPHICS

	2013	2014	2015	January through March 2016
African American	18.10%	18.68%	19.03%	17.33%
Latino	7.23%	7.27%	7.91%	7.48%
Asian	3.73%	3.91%	3.60%	3.49%
American Indian/Alaska Native	0.08%	0.08%	0.08%	0.07%
Veterans	n/a	4.40%	7.10%	6.60%
Females	33.95%	34.46%	35.16%	35.01%
People with Disabilities	11.03%	10.26%	11.20%	12.30%
Total Minorities	29.45%	30.47%	31.32%	30.89%



ILLINOIS TOLLWAY DIVERSITY ADVISORY COUNCIL

The Diversity Advisory Council works cooperatively with the Diversity and Inclusion Committee to help determine the best methods for providing more disadvantaged, minority- and women-owned businesses with opportunities to participate in Tollway projects and is comprised of members from various advocacy and business organizations. In addition, three sub-committees were established to further explore options for Tollway Diversity efforts - Policy, Program and Workforce Diversity. Members and committee involvement are listed below.

DIVERSITY ADVISORY COUNCIL MEMBERS

Anas Alkhatib PE, Arab American Association of Engineers and Architects (AAAEA)*
Melissa Angelucci, Women's Transportation Seminar+
Elba Aranda-Suh, National Latino Education Institute (NLEI)+
Phillip Barreda, Chicago Minority Supplier Development Council (ChicagoMSDC)^
Reverend Larry Bullock, U.S. Minority Contractors Association (USMCA)+
Matthew Cooper, Cosmopolitan Chamber Of Commerce^+
Cate Costa, Chicago Urban League*
Victor Davis, Chicago Urban League*
Emilia DiMenco, Women's Business Development Center (WBDC)^
Beth Doria, Federation of Women Contractors (FWC)*
Omar Duque, Illinois Hispanic Chamber of Commerce (IHCC)^
Elder Kevin A. Ford, St. Paul Church of God in Christ Community Development Ministries, Inc.+
Marzette Fox, U.S. Minority Contractors Association (USMCA)+
Vincent Gilbert, Illinois Black Chamber of Commerce (IBCC) and The Gardner Initiative (GI)*^+
Diana Hennington, National Organization of Minority Engineers (NOME)*
Terrence Hill, Office of the Governor*^+
Teresa Hollingbird-Jackson, U.S. Minority Contractors Association (USMCA)+
Natalia Homedi, Women's Transportation Seminar+
Shawna Huley, YouthBuild Lake County (YBLC) and Lake County Community Church+
Melinda Kelly, Chatham Business Association (CBA)+
Edward McKinnie, Black Contractors United (BCU)*
Perry Nakachi, Association of Asian Construction Enterprise*
Andrea Paxton, Harvey Area Chamber of Commerce+
Jorge Perez, Hispanic American Construction Industry Association (HACIA)*
Cirse Ruiz, Hispanic American Construction Industry Association (HACIA)*
Shari Runner, Chicago Urban League*
Julie Savitt, Federation of Women Contractors (FWC)^
John Scifers, Elite SDVOB Network^
Jason Swan, Chatham Business Association (CBA)+
Jayne Vellinga, Chicago Women in Trades (CWIT)+
Calvin Williams, Illinois Black Chamber of Commerce (IBCC)*^
Lillian Yan, Women Transportation Seminar (WTS)^

* Policy Committee Member ^ Program Committee Member + Workforce Diversity Committee Member

ILLINOIS TOLLWAY LEADERSHIP

The Tollway has an 11-member board, including Governor Bruce Rauner and Secretary of Transportation Randall S. Blankenhorn who serve as *ex-officio* members. The Chairman and Directors are appointed by the Governor and serve four-year terms; no more than five of the members may be from one political party. The Board of Directors sets policy for the operation, maintenance and construction of the roadways. In addition, the Tollway created committees to focus on key areas of Tollway operations and customer service, as well as guide discussion and decision-making regarding ways to improve the agency — Finance Administration and Operations, Customer Service and Planning, Audit, and Diversity and Inclusion committees.

TOLLWAY BOARD OF DIRECTORS

Bob Schillerstrom, Chairman
James J. Banks, Director
Corey Brooks, Director
Earl Dotson, Jr., Director
Joseph Gomez, Director
David Gonzalez, Director
Craig Johnson, Director
Nick Sauer, Director
James Sweeney, Director

ILLINOIS TOLLWAY DIVERSITY AND INCLUSION COMMITTEE

The Diversity and Inclusion Committee focuses on diversity issues and initiatives, fostering access to sustainable jobs for African Americans, Asians, Hispanics, Native Americans, and women. The Committee strives to identify opportunities for certified disadvantaged, minority- and women-owned business enterprise (D/M/WBE) firms related to the Tollway's business operations and expenditures.

The Diversity and Inclusion Committee provides 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 in order to:

- Assist in breaking down existing and potential barriers to participation for both small non-majority firms and individuals seeking employment
- 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

One of the first actions taken by the Diversity and Inclusion Committee was to authorize the creation of the Diversity Advisory Council.

COMMITTEE MEMBERS

Chairman Bob Schillerstrom, *Ex-Officio*
Director Corey Brooks, *Chair*
Director Earl Dotson, Jr.
Director Joseph Gomez
Director David Gonzalez
Director James Sweeney



FOR MORE INFORMATION ON TOLLWAY DIVERSITY, VISIT THE TOLLWAY'S WEBSITE AT WWW.ILLINOISTOLLWAY.COM