



Minutes of the
Diversity & Inclusion Committee Meeting

Record of Meeting | February 15, 2017

The Illinois State Toll Highway Authority (the “Tollway”) held the Diversity & Inclusion Committee Meeting on Wednesday, February 15, 2017 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 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 December 7, 2016.



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 December 7, 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 Diversity Initiatives Update: Executive Director Bedalov 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.](#)

At the conclusion of the presentation, Director Dotson asked Mr. Giraldo to elaborate on the objective of exploring contract language which would require construction contractors to use apprentices. Mr. Giraldo responded that the agency is holding meetings with regional transportation partners and union representatives to discuss the viability of including contract language which would require the use of first and second year apprentices by trade, thereby creating additional entry-level opportunities for graduates of the Tollway's Workforce Development Technical Assistance Program. He clarified that the Tollway would adhere to industry standards for the use of apprentices by trade. Mr. Giraldo emphasized that development of a pipeline to permanent construction work will complement future Tollway workforce diversity efforts, and that Illinois unions and road builders are anticipated to be key partners in this endeavor.

Director Gomez concurred in the importance of securing participation of key stakeholders, in particular Illinois unions and road builders, and proposed that additional efforts be made in this regard. Mr. Giraldo responded that the Tollway has met with key stakeholders such as the Illinois Department of Commerce and Economic Opportunity, Chicago Transit Authority, Construction Industry Service Corporation and local unions to discuss potential partnering opportunities. He further noted that the issues have also been discussed with the Equal Opportunity / DBE Committee of the Illinois Road & Transportation Builders Association. Mr. Giraldo advised that more meetings are scheduled in the coming weeks in order to heighten awareness of the program and encourage the development of consortium partnerships that can manage the network of training partners and identify apprenticeship and training program opportunities for graduates.



Diversity & Inclusion Committee Meeting

Director Sweeney commented that based on his experience, program success will depend foremost on creating demand for apprentices and, furthermore, on providing enhanced mentorship and outreach to underrepresented populations. He further suggested that the program be registered with the U.S. Department of Labor to ensure national standards are met, and that state level oversight be implemented to provide additional accountability. He then expressed support for including apprentice utilization requirements in Tollway construction contracts, contending they provide a means (when applied universally) to create apprentice demand without unfairly impacting vendor competitiveness. Director Sweeney additionally suggested, and Director Gomez concurred, that apprentice utilization requirements would have the most impact if implemented on public works projects statewide. They encouraged staff to engage with other state agencies, including the Illinois Department of Transportation and the Chicago Housing Authority, on this subject. Mr. Giraldo responded affirmatively, noting that the agency has already planned to meet with the Chicago Transit Authority to encourage use of similar language in contracts for upcoming major improvement projects on the Red Line.

Committee Chair Brooks then asked whether the timeline indicated for the Workforce Development Technical Assistance Program can be expedited. Mr. Giraldo commented on the complexities of effective workforce development and stressed also that Illinois procurement protocols are time consuming. He advised that the timeline is being examined for opportunities to expedite and that more insight in this regard is expected in the coming weeks.

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 then called for a vote. The motion was PASSED unanimously.

The Meeting was adjourned at approximately 11:10 a.m.

Minutes taken by: _____

Christi Regnery
Board Secretary
Illinois State Toll Highway Authority