



**Record of Meeting | April 19, 2017**

The Illinois State Toll Highway Authority (the “Tollway”) held the Diversity & Inclusion Committee Meeting on Wednesday, April 19, 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 10:35 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 <i>(entered at 10:43 a.m.)</i>

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 15, 2017.*



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 February 15, 2017, as presented. Director Gomez made a motion for approval; seconded by Director Gonzalez. 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 by unanimous vote of those Directors present, Director Sweeney having not yet entered.

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

### **Executive Director's Items**

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**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.](#)

*[Director Sweeney entered the Meeting at approximately 10:43 a.m.]*

Director Dotson inquired about the Workforce Technical Assistance Programs approved by the Board and the timeline for a status report. Mr. Giraldo responded that a reasonable expectation would be one year after the execution of the contract, allowing organizations to establish services, conduct outreach and assess the impact of those services.

Director Dotson asked for clarification regarding the term "new" apprentices. Mr. Giraldo responded that the Tollway is considering incentives for apprentices who are new to the construction trades while also promoting diversification of the workforce.

Director Vazquez Rowland inquired whether the number of firms available from each ethnic group has been determined. Mr. Giraldo responded that the Tollway's Disparity Study provides some data on availability by ethnic group which is used to assist in establishing goals. He advised that **staff will provide Committee members with additional information post-meeting.** Executive Director Bedalov clarified that diversity goals are based on the availability of firms and not capacity to perform the work.

Director Gomez congratulated Mr. Giraldo and staff on progress being made, but highlighted the importance of oversight and accountability. He also noted the importance of facilitating access to capital for minority firms and working to secure participation from financial institutions in providing opportunities for MBE/DBE firms. Mr. Giraldo responded that the Tollway has performance measures articulated within the contract for the Workforce Technical Assistance Programs to



Minutes of the  
**Diversity & Inclusion Committee Meeting**

assess the effectiveness of providers, ensuring accountability and value received for Tollway resources.

Director Vazquez Rowland commented on the challenge and complexity of MBE certification, highlighting, however that the rigorous process helps insure that the Tollway is partnering with qualified businesses.

Upon conclusion of the discussion, 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.

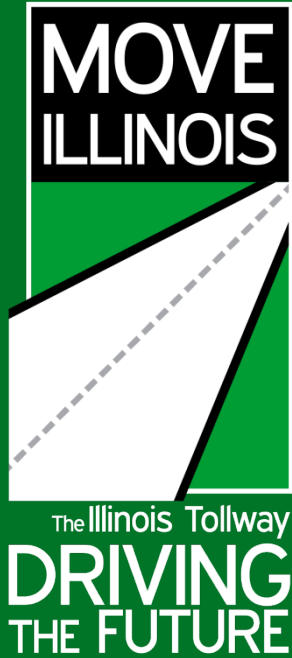
**Adjournment**

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 Gonzalez. Committee Chair Brooks then called for a vote. The motion was PASSED unanimously.

The Meeting was adjourned at approximately 11:00 a.m.

Minutes taken by: \_\_\_\_\_

Christi Regnery  
Board Secretary  
Illinois State Toll Highway Authority



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# Illinois Tollway

## Diversity and Inclusion

### Committee Update

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

April 19, 2017

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# Agenda

**Partnering for Growth (P4G) Program for Construction**

**Diversity Management software**

**Technical Assistance Program**

**Workforce Development Technical Assistance Initiative**

**Apprenticeable hours**

**Networking events**

**Diversity Program stats**

**Upcoming Diversity Advisory Council meetings**

# Partnering for Growth (P4G) for Construction

## Key documents under review

- Draft agreement
- P4G construction guidelines
- Milestone tracking

## Remaining tasks include

- Finalize incentives
- Program oversight committee

**Pilot program to launch later this spring**



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# Diversity Management Software

**Tollway's Disparity Study recommended implementing electronic data collection and monitoring system**

**Software will enhance efforts to**

- Capture and analyze real-time data
- Set contract goals and track attainment
- Monitor compliance
- Conduct outreach

**RFP responses are under review**

**Anticipate presenting selection for Board approval in May**



The Illinois Tollway  
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THE FUTURE**

# Technical Assistance Program

## Seven entities approved in March

- Chicago Minority Supplier Development Council
- GMA Construction Group
- HACIA Scholarship and Education Foundation
- Illinois Hispanic Chamber of Commerce
- Illinois Black Chamber of Commerce
- Inner-City Underwriting Agency
- Prairie State College



Inner-City Underwriting Agency Inc.  
312-341-9080 \* inner-city.net  
Insurance \* Benefits \* Surety \* Risk Management

## Final contracts being executed

Expands options and locations for emerging firms seeking assistance to improve business practices

P4G Program portals to evaluate potential mentor and protégé firms



Illinois Black Chamber  
Of Commerce





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# Workforce Development Technical Assistance

## Meetings with key stakeholders provide feedback:

- Illinois Department of Commerce and Economic Opportunity
- Illinois Road and Transportation Builders Association
- Construction Industry Service Corporation
- International Brotherhood of Electrical Workers Local 134 and 701
- Chicago Labor-Management Cooperation Committee
- Chicago Regional Council of Carpenters
- Local Workforce Investment Area regional partnerships
- Illinois Department of Transportation
- Illinois Department of Housing and Urban Development
- Illinois Community College Board
- Illinois Capital Development Board
- Chicago Transit Authority
- Chicago Housing Authority
- Public Building Commission of Chicago

## Focus on creating/sustaining opportunities for participants

- New apprentices and incumbent workers

## RFP to be released this spring

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# Apprenticeable Hours

## Tollway drafting Special Provision for apprentice use

- Similar to ratios developed by the trades

## Considering contractor incentive for “new” apprentices

- Virtual bid credits
- Other incentives

## Require EEO workforce projections from contractors prior to project start

- DAC recommendation from Diversity Report
- Also required by IDOT at time of bid

## Ready for implementation by this fall



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THE FUTURE**

# Diversity Outreach

**Tollway-sponsored outreach offers unique opportunity for networking by small and diverse firms**

## **In 2016:**

- 101 outreach meetings
- Impacting more than 19,100 attendees
- 43 meetings with DBE advocacy agencies

## **So far in 2017:**

- 27 events
- More than 3,400 attendees
- 2017 PSB Networking Event, ICAT, IDOT DBE Conference



**Nearly 200 meetings/events expected in 2017**

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# Diversity Program Statistics

## 2017 first quarter DBE payments were \$25.6 million

- 33.5 percent of all payments to construction and professional services firms
- 41.4 percent women
- 26 percent Hispanic
- 18.6 percent African American
- 13.7 percent Asian Indian/Pacific

## More than \$254.1 million paid to DBE firms in 2016

- Accounts for 25 percent of all payments
- 39.7 percent Hispanic (\$100.9 million)
- 27.6 percent women ((\$70.2 million)
- 17.3 percent African American (\$43.9 million)
- 14.5 percent Asian Indian/Pacific (\$36.9 million)

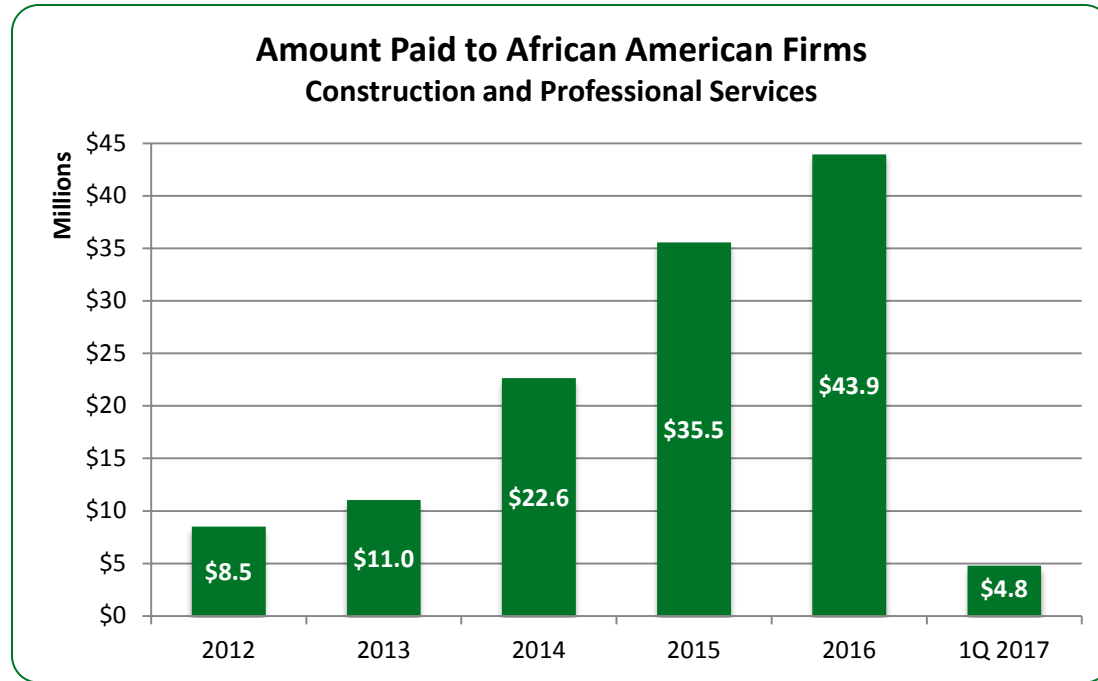
## DBE payments to African American firms continue to rise

- Payments have increased nearly 10 percent since 2013
- 12 prime contractors, awarded 21 contracts worth more than \$45.8 million
- 54 firms have worked on Tollway projects since January 2015 (31 construction, 23 professional services)



# Increasing African American Participation

## *Total Amount Paid*



# African American Firms on Tollway Projects

## *Construction – Since 2015*

Areatha Construction Co., Inc.

Artisan Consulting Engineers, LLC

B-3 Trucking, Inc.

BarTech Group

Centrex Electrical Supply Corporation

Divine Cement Inc.

Electrical Resource Management, Inc.

Express Electric Supply, LLC

Garth Construction Services Corp

Glass Management Services, Inc. D/B/A U.S. Architectural Glass & Metal

H. C. Anderson Roofing Company, Inc.

Il in One Contractors, Inc.

Illini Precast, LLC

LiveWire Electrical Systems, Inc.

Material Service Testing, Inc.

Outlook Design & Construction, Inc.\*\*\*

Paden Transport, Inc.

Pagoda Electric & Construction\*\*\*

Power-One Supply, Inc.

Smith Maintenance Company

Sonoma Underground Services Inc.

T & N Chicago, Inc.

Tape 4, LLC

Taylor Electric Company

Terrell Materials Corporation

The Bowa Group, Inc.\*\*\*

Thornton Rave Construction, LLC

Thornton Rave Steel Fabrication, LLC

Tri-Star Supply, Inc.

Vario Mechanical, LLC

VMR Contracting Inc.

\*\*\* Denotes prime contractors

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# African American Firms on Tollway Projects

## *Professional Services – Since 2015*

ABNA of Illinois, Inc.\*\*\*

Apex Consulting Engineers, LLC

Applied Real Estate Analysis, Inc.

Ardmore Associates, LLC\*\*\*

C & H Associates, Inc.

Cheri K. Lewis Engineers, LLC (dba CKL Engineers, LLC)

Comprehensive Construction Consulting, Inc.

Daar Engineering, Inc.

David Mason & Associates of Illinois, Ltd.\*\*\*

DB Sterlin Consultants, Inc.\*\*\*

D L Dubois & Associates, Ltd.

Environmental Design International, Inc.\*\*\*

FluidClarity, Ltd.

Infrastructure Engineering, Inc.\*\*\*

ITS Engineering, LTD.

LeLan Enterprises, LLC

Material Service Testing, Inc.

Milhouse Engineering & Construction, Inc.\*\*\*

MTN & Associates, Inc.

SDIENGR Corp.\*\*\*

SE3, LLC\*\*\*

The Roderick Group, Inc.

Trinity Graphic & Packaging Solutions, LLC

\*\*\* Denotes prime contractors



# 2016 BEP Statistics

## BEP Program tracked by Illinois Department of Central Management Services (CMS)

- Goals for minority participation on state agency goods and services purchases

**34.18 percent (\$62.2 million) achievement for payments**

- Statewide goal is 20 percent





# Recent Events/Upcoming Meetings



*2017 Professional Services Bulletin Networking Event  
March 14, 2017*

Policy Committee  
June 5, 2017 at 10 a.m.

Workforce Diversity Committee  
April 20, 2017 at 10 a.m.

Program Committee  
June 13, 2017 at 1:30 p.m.

Diversity Advisory Council Breakfast  
July 2017, date TBD

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**THANK YOU**