



Record of Meeting | December 5, 2019

The Illinois State Toll Highway Authority (“Tollway”) held the Diversity & Inclusion Committee Meeting on Thursday, December 5, 2019 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 Willard S. Evans, Jr. and posted in accordance with the requirements of the Open Meetings Act, 5 ILCS 120/1, *et seq.* 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 Davis called the Meeting to order at approximately 1:00 p.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 Steve Davis
Director Jim Connolly
Director Karen McConnaughay

Committee Members Not Present:
none

Other Directors Present:
Director Alice Gallagher
Director Gary Perinar
Chairman Will Evans
Director Jim Sweeney <i>[entered at 1:23 p.m.]</i>

The Board Secretary declared a quorum present.

Public Comment

Committee Chair Davis opened the floor for public comment. No comment was offered.



Committee Chair's Items

Committee Chair Davis entertained a motion to approve **Committee Chair's Item 1**, the Minutes of the regular Diversity & Inclusion Committee meeting held on May 16, 2019, as presented. Director Connolly made a motion to approve the minutes, seconded by Director McConnaughay. Committee Chair Davis asked that the roll be called on the motion, the vote of yeas and nays being as follows:

Yeas: Director Connolly, Director McConnaughay, Committee Chair Davis (3)

Nays: (0)

The motion was PASSED.

Having no further items, Committee Chair Davis called on Executive Director José Alvarez.

Executive Director's Items

Executive Director Alvarez stated that he has no items to report to the Committee.

Diversity & Strategic Planning Discussion

Without objection, Committee Chair Davis requested that the agenda be reordered to start with a video presentation. He called on Terry Miller, Chief of Diversity & Strategic Development, to present for the Committee a short video showcasing the department's mission to provide technical assistance that will increase access to economic opportunities for disadvantaged, minority- and women-owned enterprise (D/M/WBE) firms, as well as small and veteran-owned businesses and historically underemployed individuals.

Committee Chair Davis then called on Mr. Miller to provide an update for the Committee on the Tollway's diversity initiatives. [See attached presentation.](#)

Executive Director Alvarez asked Derek Messier, Chief Operating Officer, to provide a brief overview of efforts being made to increase economic opportunities through the unbundling of contracts. Mr. Messier stated that plans are underway within the Engineering Department to increase entry points for small and medium businesses in Tollway contract offerings between \$1M - \$5M and \$5 - \$10M. He highlighted that repackaging of projects is estimated to provide three times the number of packages anticipated to go out for bid in 2020, with a goal of 50 unbundled projects next year. He noted that a more complete overview of the plan will be presented at the next meeting of the Committee.



Adjournment

There being no further business before the Committee, Committee Chair Davis requested a motion to adjourn. A motion to adjourn was made by Director Connolly, seconded by Director McConnaughay. The motion was PASSED unanimously.

The Meeting was adjourned at approximately 1:28 p.m.

A handwritten signature in cursive script that reads "Christi Regnery".

Minutes taken by: _____

Christi Regnery
Board Secretary
Illinois State Toll Highway Authority

A photograph of construction workers on a site. In the foreground, several workers wearing hard hats and safety vests are working with wooden forms for a concrete pour. One worker in the center is using a mallet. In the background, there are various pieces of construction equipment, including a yellow excavator and a red truck, under a clear sky. The scene is set on a dirt and concrete construction area.

DIVERSITY AND INCLUSION COMMITTEE MEETING

Terry Miller, Chief of Diversity and Strategic Development
December 5, 2019



AGENDA

Strengthening Diversity

Delivering Results

Diversity Department Goals

New Recruitment Efforts

Upcoming Events



DEPARTMENT OF DIVERSITY AND STRATEGIC DEVELOPMENT



ConstructionWorks

POWERED BY THE ILLINOIS TOLLWAY

Teaching Trades, Building Careers



TECHNICAL ASSISTANCE

POWERED BY THE ILLINOIS TOLLWAY

Equipping Businesses for Success



SMALL BUSINESS INITIATIVE

POWERED BY THE ILLINOIS TOLLWAY

Creating Opportunities for Inclusion



PARTNERING for GROWTH

POWERED BY THE ILLINOIS TOLLWAY

Taking your Business to the Next Level



EARNED CREDIT PROGRAM

POWERED BY THE ILLINOIS TOLLWAY

Putting your Best Bid Forward



DELIVERING RESULTS IN 2019



OVERALL DBE

26.4 %

of all 2019 payments for construction
and Professional Services

PROFESSIONAL SERVICES

37.2 %

Through 3rd Quarter

CONSTRUCTION

19.1 %

Through 3rd Quarter



DIVERSITY DEPARTMENT GOALS



Increasing goals

- Raising the bar for participation across all types of contracts
- Encourage more capacity building – depth and breadth of work

Improving Technical Assistance Program

- Increasing new RFP budget by more than 66 percent
- Implementing improvements to provide greater accountability, enhance collaboration and explore new opportunities

Launching new Disparity Study

- Advertising in 2020



DIVERSITY DEPARTMENT GOALS



Prioritizing diversity

- Recruiting all types of firms, especially small firms
- Expanding workforce diversity through programs such as ConstructionWorks
- Increasing the number of diverse prime contractors
- Supporting the expansion of Teaming Agreements for diverse firms

Supporting veterans

- Identifying more business opportunities through small business set-asides and JOC



NEW RECRUITMENT EFFORTS



Hosting IDOT and Capital Development Board (CDB) prequalification workshops

- Encourages firms to take steps to compete for prime contracting opportunities

Allowing CDB qualified firms to bid on vertical construction projects

- Opens up Tollway construction opportunities to new firms

Eliminating virtual bid credits for vertical construction

- Levels playing field for new entrants

Recruiting new firms to pursue tollway projects

- Construction and professional services
- Diverse firms with regional/national presence

Encouraging diverse firms to register as small businesses

- Email blast to nearly 1,000 small and diverse companies in November

UPCOMING EVENTS



IDOT/CDB prequalification workshops

- Throughout Tollway's service area

Statement of Interest writing workshop

- December 11
- Aramark Conference Center, Downers Grove

JOC Facilities Program RFP pre-submittal conference

- After contract advertises



A photograph of construction workers on a road project. In the foreground, several workers wearing hard hats and high-visibility vests are working with wooden forms and rebar. A Honda generator is visible on the ground. In the background, a road is under construction with various pieces of heavy machinery and vehicles. The scene is set during the day under a clear sky.

THANK YOU

