

Diversity Advisory Council Meeting

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

April 6, 2016

Today's Agenda

Advancing the Development of Minority Entrepreneurship Program (ADME)

- Jimmy Odom, Senior Policy Advisor, Illinois Department of Commerce

Unbundling and small business set-aside contracts

- Paul Kovacs, Chief Engineer

DAC Internal Workforce Committee

- Lisa G. Williams, EEO/Ethics Officer

New veterans initiatives

Tollway Board/Diversity and Inclusion Committee timeline

Review of recommendations

- Tollway Diversity staff liaisons

Tollway technical assistance programs update

Construction resource fair

Advancing the Development of Minority Entrepreneurship Program (ADME)

Advancing the Development of Minority Entrepreneurship Program (ADME)

Launched January 2016 by Governor Bruce Rauner

- Program oversight by Illinois Department of Commerce
- Goal is to improve the economic climate for minority- and women-owned businesses



Focus on minority communities in Chicago, Peoria and Rockford in first year

For more information, contact ADME@illinois.gov

Unbundled and Small Business Set-Aside Construction Contracts

Unbundled and Small Business Set-Aside Construction Contracts

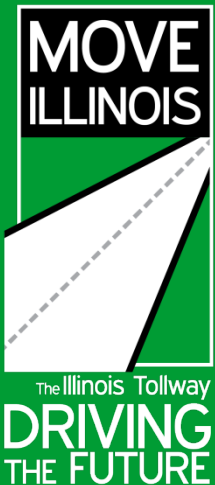
Tollway has awarded 120 contracts under \$5 million and 26 Small Business Set-Aside contracts since 2012

- Breaks up larger projects into a range of contract sizes and types
- Creates opportunities for small and diverse firms to compete for Tollway work as primes

Tollway continues to review types of opportunities that best fit criteria for unbundled and set-aside projects

- Factors include safety, efficiency, scope and availability of contractors

Tollway will be implementing small business goals and “zero” goals on select construction contracts



Internal Workforce Diversity Subcommittee

Internal Workforce Diversity Subcommittee

Tollway internal diversity is at record levels

Proposed committee would develop strategies to further increase diversity of Tollway staff

Committee would include DAC volunteers and external human resource experts

New Veterans Initiatives

Proposed Veterans Initiatives

Partner with federal, state and local agencies to host outreach events targeted to veteran-owned firms

- Provide assistance with becoming registered with the state, technical assistance programs available and upcoming bid opportunities
- Offer workforce development assistance for individual veterans

Review veteran goals on construction and professional services contracts

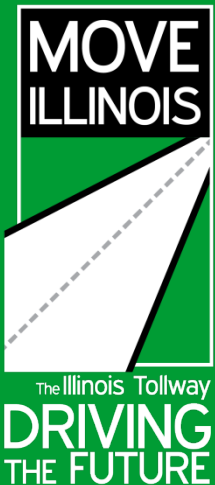
- Veteran commitments have exceeded Tollway goals by 32 percent

Pursue Veteran Set-Aside Program for construction

- Contracts would be race and gender neutral

Establish workforce credit for hiring veterans

- Firms hiring and retaining non-Workforce Innovation and Opportunity Act eligible veterans would earn credits for future bids similar to ECP credits



Tollway Board/Diversity and Inclusion Committee Update

Tollway Board/Diversity and Inclusion Committee Timeline

May Board

- Sunset existing DBE Program
- Launch new DBE Program
- Receive Disparity Study and DAC recommendations for review

June

- Diversity will set goals using updated Disparity Study data

Disparity Study Recommendations

Disparity Study Recommendations

Immediate (by end of 2016)

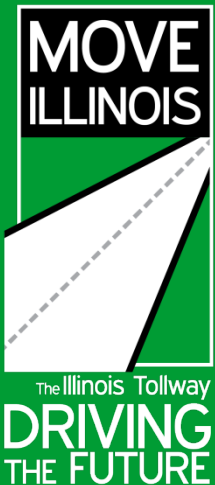
Conduct regular seminars on DBE Program compliance

Continue Tollway's narrowly-tailored DBE Program

Use new Disparity Study data to set DBE goals on contracts

Create a Mentor/Protégé Program for construction

Develop a Tollway DBE Program document



Disparity Study Recommendations

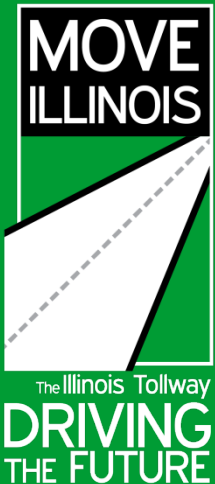
Mid-Term (by end of 2nd Quarter 2017)

Expand current “unbundling” efforts to professional services and goods and services contracts

Expand unbundling and set-aside program to non-construction contracts

Review prequalification requirements and specifications to ensure that DBEs and small firms are not unfairly disadvantaged

Develop performance measures for DBE Program success



Disparity Study Recommendations

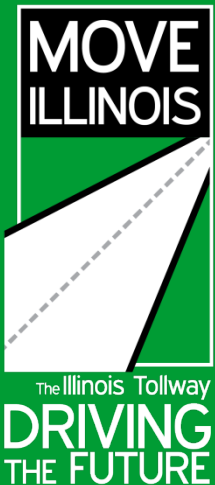
Long-Term (*beyond 2nd quarter 2017*)

Require bidders to maintain pricing information on all subcontractor quotes on larger projects

Consider measures to encourage prime contractors to utilize new DBEs

Implement an electronic contract data collection and monitoring system

Conduct regular DBE Program reviews



Diversity Advisory Council (DAC) Recommendations

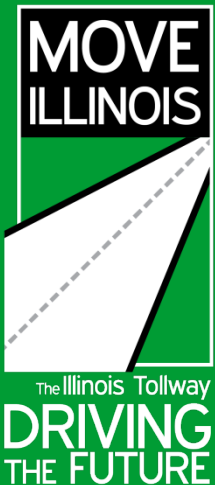
DAC Recommendations – Policy Committee

Retain Diversity and Inclusion Committee and Diversity Advisory Council indefinitely

Shorten maximum length for Tollway goods and services contracts to no more than two years

Shorten maximum length for Tollway JOC contracts to no more than two years

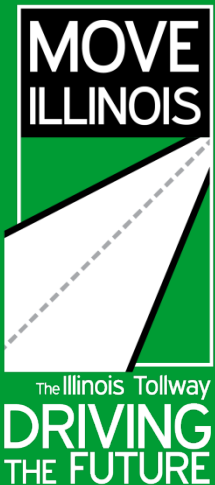
Include marketing component in current and new technical assistance programs



Next Steps

Policy Committee

- Review Tollway sanction language and DBE and EEO Special Provisions regarding contractors not meeting diversity goals
- Conduct review of “best practices” from public and private sector programs in the heavy highway construction industry
- Review IDOT and Tollway construction standards and supplemental specifications to identify and remove any barriers
- Examine opportunities to remove financial barriers including access to capital, insurance and bonding requirements
- Identify any additional opportunities for unbundling
- Develop plan for measuring success of DAC recommendations

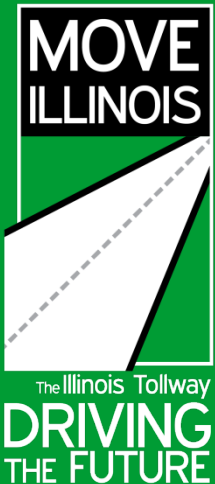


DAC Recommendations – Program Committee

Develop and launch Mentor/Protégé Program for construction by end of 2016

Issue RFP for good and services technical assistance

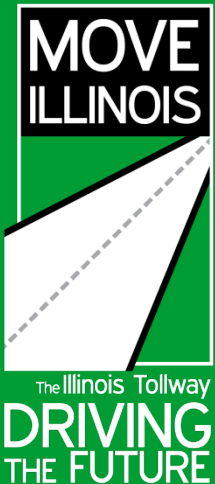
Create construction bid checklist



Next Steps

Program Committee

- Continue development of Mentor/Protégé Program for construction



DAC Recommendations – Workforce Development Committee

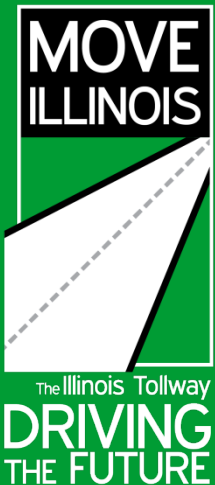
Issue RFP for workforce development technical assistance

Create committee to work with top five trade unions to increase member diversity

Require Tollway contractors to submit EEO workforce projections prior to start of projects

Post contractor EEO compliance data online

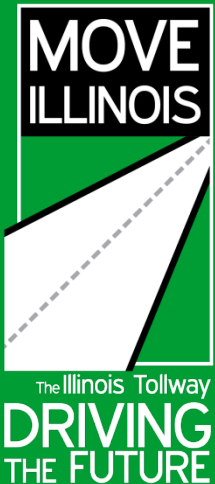
Commission a workforce disparity study



Next Steps

Workforce Development Committee

- Develop ECP-eligible candidate referral system for contractors
- Collect and review EEO data to identify employment patterns by race and gender
- Obtain feedback on Tollway workforce development programs
- Review Tollway's role in enforcing EEO compliance
- Develop events and programs to market Tollway workforce development programs to contractors



Tollway Technical Assistance Programs

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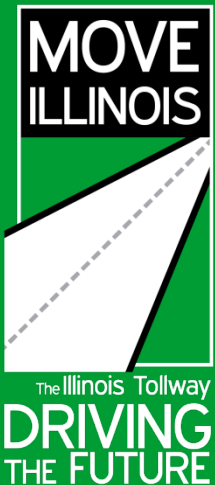
New technical assistance programs launch in April

Existing technical assistance program agreements extended through December 2016

- Construction Business Development Center
- Construction Coaching for Growth

New technical assistance RFP to be issued in 2nd quarter

- New agreement(s) to be executed by the end of 2016



Illinois Tollway Construction Resource Fair

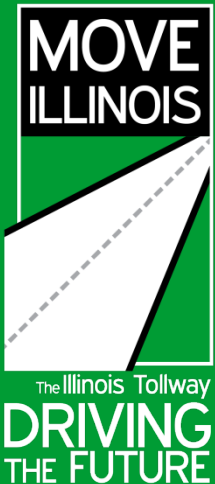
Small Business Resource Exhibition

Illinois Tollway Construction Resource Fair: For Small to Medium Firms

- April 27 from 9 am to Noon
- Location TBD

Open to (D/M/WBEs), small and veteran-owned businesses interested in learning about Job Order Contracting (JOC), unbundled and Small Business Set-Aside contracts

Registration information coming soon



New Business/Adjourn

Upcoming Meetings

Program subcommittee

- April 13 at noon, Chicago Urban League

Diversity & Inclusion Committee

- April 20 at 10:30 a.m., Illinois Tollway Headquarters

Policy subcommittee

- April 22 at noon, Michael Baker International

Workforce Development subcommittee

- May 2016 (date/location TBD)

Diversity & Inclusion Committee

- May 18 at 10:30 a.m., Illinois Tollway Headquarters

Tollway Board Meeting

- May 26 at 9:00 a.m., Illinois Tollway Headquarters

Diversity Advisory Council

- June 1 at 1:30 p.m., Illinois Tollway headquarters

Questions?