

Illinois Tollway Diversity Advisory Council

*Gustavo Giraldo, Chief of the Department of Diversity and
Strategic Development*
April 12, 2017

Agenda

Diversity Report recommendations

Technical Assistance Program

Partnering for Growth Program

Diversity management software

Diversity statistics

Upcoming meetings

Diversity Recommendations Report *Implementation*

Twelve Diversity Report recommendations are complete/ongoing

- Increase training opportunities for prime contractors
- Continue providing contract opportunities less than \$5 million
- Revise contract retainage procedures
- Continue issuing Small Business Set-Aside contracts
- Establish construction Partnering for Growth program
- Reauthorize Tollway's DBE Program
- Set goals with Disparity Study data
- Continue Diversity and Inclusion Committee and Diversity Advisory Council
- Include marketing component in technical assistance programs
- Create a construction bid checklist
- Post EEO compliance data online



Diversity Recommendations Report *Implementation*

Six recommendations are in progress

- Review prequalification barriers (Policy Committee)
- Create DBE Program document (Tollway)
- Implement diversity software (Tollway)
- Workforce Development Technical Assistance Centers (Workforce Development/Tollway)
- Require EEO workforce projections prior to start of construction (Tollway)
- Diversity Advisory Council union liaison committee (Workforce Development)



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

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



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



Illinois Black Chamber
Of Commerce



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

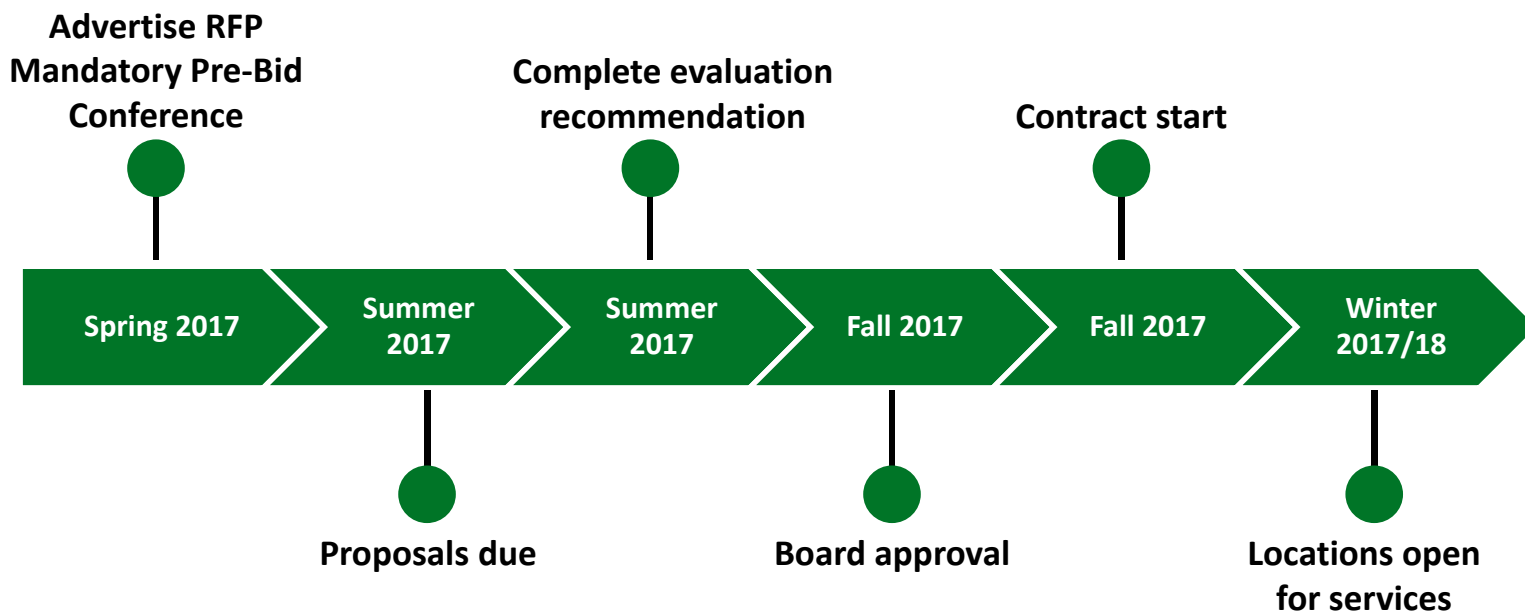
- New apprentices and incumbent workers

RFP to be released this spring



Workforce Development Technical Assistance Initiative

Contract Award Timeline



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



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

Selection presented for Board approval in April



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

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 (\$36.9 million)

DBE payments to African American firms continue to rise

- Payments have increased nearly 10 percent since 2013
- 55 firms have worked on Tollway projects since January 2015 (31 construction, 24 professional services)



Upcoming Meetings



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

Policy Committee
April 17, 2017, at 10 a.m.
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

THANK YOU