Welcome/Introductions
Diversity Program update
2019 Diversity Department outlook
DAC committee structure
Policies and Procedures/Member Commitment Letter update
Upcoming meeting/events
A Driving Force for Economic Opportunity

In 2018

- More than $198.5 million paid to diverse businesses, or 28.5 percent of all payments for construction and professional services
- Veteran-owned businesses earned more than $37.4 million, nearly 5.4 percent of all dollars spent

Since the start of *Move Illinois*

- Nearly $1.4 billion paid to small/diverse/veteran businesses
- More than 470 unique diverse, small and veteran-owned businesses
Achieving Greater Inclusion

2018 – Construction
- D/M/WBE firms paid nearly $98.3 million, or 22.8 percent of all payments
- More than 80 percent of construction dollars paid to Hispanic and women-owned businesses
- African American firms achieved second-highest percentage of dollars paid (11.5 percent)

2018 – Professional Services
- D/M/WBE firms were paid more than $100.2 million, or 37.8 percent of all payments
- Highest annual percentage of payments for African American firms (25.3) in Tollway history
- Asian Indian/Pacific (34.9), Hispanic (18.4) and women-owned firm (21.3) participation also strong

Presented by Gustavo Giraldo on March 19, 2019
Branding & Brand Architecture

Illinois Tollway
DIVERSITY
Driving Economic Opportunities

TECHNICAL ASSISTANCE
Powered by the Illinois Tollway
Equipping Businesses with Tools for Success

EARNED CREDIT PROGRAM
Powered by the Illinois Tollway
Putting your Best Bid Forward

PARTNERING for GROWTH
Powered by the Illinois Tollway
Taking your Business to the Next Level

ConstructionWorks
Powered by the Illinois Tollway
Teaching Trades, Building Careers

Small Business Set-Aside
Powered by the Illinois Tollway
Creating Opportunities for Inclusion

Presented by Gustavo Giraldo on March 19, 2019
Supporting Business Coaching and Development

Delivers customized business development assistance for construction firms

- Nearly 400 unique clients through 2018
- Clients awarded more than $15 million in Tollway contracts
- Clients created more than 200 jobs, secured more than $2.2 million in loans
- Clients participate in other Tollway Diversity programs (P4G, Small Business Set-Aside Program)
Encouraging Mentoring and Instruction

Tollway’s P4G Program encourages prime consultants and contractors to provide meaningful instruction to emerging firms

- Since 2012, the Tollway has managed more than 135 agreements worth more than $115 million, including four construction agreements
- Flexible agreements – contract based (professional services) or term based (construction)
- Nearly 170 mentors and protégé firms have participated in agreements
- Nearly 25 protégé firms have been awarded Tollway prime contracts
Committed to Increasing Workforce Diversity

**Earned Credit Program**
- Rewards contractors and subcontractors for hiring and retaining low-income eligible job candidates
- Nearly 400 individuals hired, earning over $18 million in wages
- Nearly 40 active contractors participating in program

**ConstructionWorks**
- Network of training partners throughout Northern Illinois provide comprehensive job training, support, placement and retention services
- Over 50 individuals enrolled to date

**Community Hiring Initiative**
- Provides financial incentive to prime contractors and subcontractors that hire local residents from areas with historic unemployment or underemployment
2019 Diversity Department Initiatives

Administer key programs
• ConstructionWorks
• P4G - Construction Program
• Community Hiring Initiative
• Technical Assistance Program

Strengthen regional workforce partnerships
• Chicago Construction Opportunities Group

Explore new ideas to remove barriers
• Increase apprenticeship utilization
• Access to capital for small businesses
DAC Committee Structure

Policy and Programs

- Reviews Tollway policies and diversity programs to recommend improvements and develop new policies and initiatives
- Combines two committees
- Chair and Vice Chair positions
- Two-year limit for committee chair
- Committee members elect chair/vice chair at next meeting

Workforce Development

- Examines existing workforce development initiatives to recommend improvements and develop new initiatives
- Chair and Vice Chair positions
- Two-year limit for committee chair
- Committee members elect chair/vice chair at next meeting

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DAC Policies and Procedures

**ATTENDANCE POLICY**
Active member participation in DAC and DAC Committee meetings is critical to the development of new and improving existing programs and initiatives, which will increase access to opportunities for diverse firms on Tollway projects.

Therefore, regular attendance at scheduled meetings is expected. The following attendance policy is in place to ensure regular and meaningful participation by all DAC members.

**Diversity Advisory Council (DAC) Meetings**
- DAC members are required to attend a minimum of 75% of meetings.
- Missions or no missions during a 12-month period may result in the member forgoing his or her seat on the DAC, pending Committee Chair review of circumstances.
- DAC members may identify one or more proxies to attend and participate in meetings. Proxies have the same responsibilities as regular DAC members.
- Due to connection/meeting participation concerns, DAC members are required to attend meetings in person or send proxies (no conference calls).

**Diversity Advisory Council (DAC) Committee Meetings**
- DAC Committee members are required to attend a minimum of 75% of meetings.
- Absences from two consecutive Committee meetings or three absences during a 12-month period may result in the member forgoing his or her seat on the Committee, pending Committee Chair review of circumstances.
- Committee members may identify one or more proxies to attend and participate in meetings. Proxies have the same responsibilities as regular DAC members.

**ATTENDANCE PROCEDURES**
- Tollway will verify DAC member contact information and Committee assignments annually.
- Tollway staff liaison is responsible for sending meeting notices and reminders to members and proxies prior to all meetings.
- DAC members and proxies are responsible for notifying Tollway staff liaison or the Committee Chair in advance if unable to attend a meeting.

**ATTENDANCE REQUIREMENTS**
- In 2011, the Diversity Advisory Council (DAC) was created in part outside perspectives that assist the Tollway in achieving its established foundation of inclusion. The DAC is composed of representatives from more than 20 advocacy agencies, each with a long history of assisting small, diverse and minority-owned businesses, as well as individuals seeking workforce assistance and training.

The DAC includes two subcommittees that allow members to focus on specific areas of interest or expertise:
- **Policy and Program Committee**
  - Reviews Tollway policies (e.g., soliciting/membership programs, etc.) for recommendations and develops new policies and initiatives that address disproportionate access to opportunities.
- **Workforce Development Committee**
  - Facilitates existing workforce development initiatives and identifies new strategies to accommodate and develop new initiatives.

**MISSION STATEMENT**
“The Diversity Advisory Council provides an external voice to support the Tollway’s commitment to inclusion and economic growth of diverse firms and individuals.”

Please review DAC policies including:
- **Attendance**
- **Voting**
- **Proxies - members can designate up to two**
- **New membership application**

Sign your member commitment letter today!
Upcoming Meetings

Tollway Board Meeting
• March 21
• 9:00 a.m.
• Illinois Tollway Headquarters

Policy and Programs Committee
• May 7 (proposed date)
• Location TBD

Workforce Development Committee
• May 9 (proposed date)
• Location TBD

Meet and Greet with Tollway Board
• Summer 2019 (Date/Location TBD)
The Diversity Advisory Council provides an external voice to support the Tollway’s commitment to inclusion and economic growth of diverse firms and individuals.