



ILLINOIS TOLLWAY

2021 Disparity Studies

RFP 20-0023

RFP 21-0023 (Joint CMS Study)

March 25, 2021



WHAT IS A DISPARITY STUDY?

A disparity study is a comprehensive analysis of the market availability and utilization of businesses owned by historically underrepresented populations used to set diversity goals.

It is required to establish a legal basis for a diversity program that is not race or gender neutral, such as our BEP and DBE programs.



DISPARITY STUDY GOALS

- **Develop and support programs and services** that will increase access to economic opportunities for historically underrepresented individuals, including minorities, ex-offenders, women, economically disadvantaged individuals and veterans.
- **Determine if the need exists** for such programming through a data-driven examination of market conditions for historically underrepresented businesses.
- **Establish attainable goals** which encompass DBE, MBE, SBA 8(a), and WBE firms for all eligible goods and services, construction and professional and consultant services contracts.
- Leverage resulting study when considering **the incorporation of remedies into existing programs** and when suggesting new programs, such as unbundling, small business set-asides, access to capital, and owner-provided insurance.



RFP 20-0023

CONSTRUCTION AND PROFESSIONAL SERVICES

This study will explore **whether disadvantaged, minority-owned and women-owned businesses (D/M/WBEs) have equal access** to Tollway contracts and ensure that Tollway-sponsored DBE programs adhere to legal standards.

Key Facts

- Published on December 7, 2020 and sent to 1,485 vendors in BidBuy.
- Pre-bid conference on December 11, 2020 attended by three vendors.
- Single RFP response submitted by Colette Holt & Associates on January 6, 2021.
- Seven-person evaluation team comprised of members from the Tollway Compliance, Diversity, Engineering, and Legal Departments
- Collette Holt & Associates (proposed awardee) committed to 35.21% DBE goal.
- The selected vendor shall provide a written report within one (1) year of the Notice to Proceed.



RFP 21-0023

GOODS AND SERVICES

This study will determine **availability of ready, willing, able and qualified DBE/BEP for participation in non-construction goods and services** contracts while determining if a disparity exists, and if so, what solutions or remedies could be implemented.

Key Facts

- Shared cost, CMS led procurement sent to 307 vendors in BidBuy.
- RFP published on October 21, 2020.
- Pre-bid conference on October 29, 2020 attended by a single vendor.
- Single RFP response submitted by Colette Holt & Associates on November 12, 2020.
- Proposal reviewed by a three-person panel comprised of CMS staff.
- Collette Holt & Associates (proposed awardee) committed to 35% BEP goal.
- The selected Vendor shall provide a written report within 12 months, with a total of 36 months afforded for contingencies.



DISPARITY STUDY PROCESS

Data Collection and Analysis

- Conduct elements and data collection
- Review case law and perform legal analysis
- Create master D/M/W/DBE Directory
- Review relevant DBE program and policy documents
- Review existing contract data
- Perform availability and utilization analysis
- Perform economy-wide and agency disparity analysis
- Perform Tollway contracts disparity analysis

Stakeholder Engagement

- Conduct staff interviews
- Develop, update and maintain dedicated study website
- Conduct small group interviews
- Perform community outreach and public engagement
- Conduct business owner electronic survey
- Board Members

NEXT STEPS

Next Steps for the Illinois Tollway:





THANK YOU