



Record of Meeting | June 16, 2022

The Illinois State Toll Highway Authority (“Tollway”) held the regularly scheduled Diversity & Inclusion Committee meeting on Thursday, June 16, 2022. The meeting was held pursuant to the By-Laws of the Tollway upon call and notice of the meeting executed by Chair Dorothy Abreu and posted in accordance with the requirements of the Open Meetings Act, 5 ILCS 120/1, *et seq.*

Due to necessary precautions relating to COVID-19, in accordance with the Gubernatorial Disaster Proclamation and current conditions, and consistent with the Open Meetings Act, it was determined by Chair Abreu that an in-person meeting of the body was neither practical nor prudent. In compliance with all conditions of Section 7(e) of the Open Meetings Act, 5 ILCS 120/7(e), the Committee meeting was conducted by audio conference. A telephone access number was provided for members of the public to monitor and/or participate in the meeting.

[Bolded entries indicate issues which may require follow-up to present or report to Directors.]

Call to Order / Roll Call

Due to the vacancy in the position of committee chair for the Diversity & Inclusion Committee, Chair Abreu appointed Director Jacqueline Gomez to serve as the committee chair for the purpose of the Thursday, June 16, 2022 meeting, in accordance with Article III, Section 4(c) of the Illinois Tollway By-Laws.

Director Gomez called the Meeting to order at approximately 9:38 a.m., stating that this is the regularly scheduled meeting of the Diversity & Inclusion Committee of the Tollway Board of Directors. She then asked the Board Secretary to call the roll, those Directors present and absent being as follows:

Committee Members Present:
Director James Connolly
Director Jacqueline Gomez
Director Karen McConnaughay
Director James Sweeney

Committee Members Not Present:
none

Other Directors Present:
Chair Dorothy Abreu



Director Alice Gallagher
Director Scott Paddock
Director Gary Perinar

The Board Secretary declared a quorum present.

Public Comment

Director Gomez opened the floor for public comment. No public comment was offered.

Committee Chair’s Items

Director Gomez entertained a motion to approve **Committee Chair’s Item 1**, the Minutes of the regular Diversity & Inclusion Committee meeting held on February 17, 2022, as presented. Director Sweeney made a motion to approve the Minutes, seconded by Director Connolly. Director Gomez asked that the roll be called on the motion, the vote of yeas and nays being as follows:

Yeas: Director Sweeney, Director Connolly, Director McConnaughay, Director Gomez (4)

Nays: (0)

The motion PASSED.

Having no further items, Director Gomez called on Interim Executive Director Lanyea Griffin.

Executive Director’s Items

Interim Executive Director Griffin introduced Terry Miller, Chief of Diversity & Strategic Development, to present to the Committee a review of the Tollway’s major diversity and inclusion accomplishments during the first quarter of 2022. Mr. Miller reviewed progress in the Tollway’s Small Business Initiative program, training and mentoring, technical assistance, workforce development, agency outreach and the disparity study currently in progress. [See attached presentation.](#)

Director Connolly suggested staff work with the building trades to engage them in the Tollway’s mentoring and training programs. Director Gomez suggested leveraging social media to share Tollway success stories. **Staff responded that follow up will be performed relative to the Directors’ suggestions.**



Director Gomez thanked Mr. Miller for his presentation.

Items for Consideration

Diversity & Strategic Development

Interim Executive Director Griffin called on Terry Miller, Chief of Diversity & Strategic Development, to present to the Committee the following item:

Item 1: Renewal of Contract 17-0057 with Chicago Cook Workforce Partnership for the purchase of Workforce Development Technical Assistance Initiative Services in an amount not to exceed \$1,330,835.80 (Tollway Request for Proposal).

Upon conclusion of the presentation and discussion of this item, Director Gomez entertained a motion to approve **Diversity & Strategic Development Item 1**, as presented. Director Sweeney made a motion to approve this item, seconded by Director Connolly. Director Gomez asked that the roll be called on the motion, the vote of yeas and nays being as follows:

Yeas: Director Sweeney, Director Connolly, Director McConnaughay, Director Gomez (4)

Nays: (0)

The motion PASSED.

Adjournment

There being no further business before the Committee, Director Gomez entertained a motion to adjourn. Director Sweeney made a motion to adjourn, seconded by Director Connolly. Director Gomez asked that the roll be called on the motion, the vote of yeas and nays being as follows:

Yeas: Director Sweeney, Director Connolly, Director McConnaughay, Director Gomez (4)

Nays: (0)

The motion PASSED.

The Meeting was adjourned at approximately 9:58 a.m.

Minutes taken by: _____

Christi Regnery
Board Secretary
Illinois State Toll Highway Authority



Illinois Tollway **DIVERSITY**

Driving Economic Opportunities

**DIVERSITY AND INCLUSION COMMITTEE
2022 Q1 SNAPSHOT**

*Terry Miller, Chief of Diversity and
Strategic Development*

JUNE 16, 2022



AGENDA

PARTICIPATION

SMALL BUSINESS INITIATIVE

TRAINING AND MENTORING

TECHNICAL ASSISTANCE

WORKFORCE DEVELOPMENT

OUTREACH

DISPARITY STUDY



PARTICIPATION



CONSTRUCTION AND PROFESSIONAL SERVICES

2018-2022 Q1 Award*

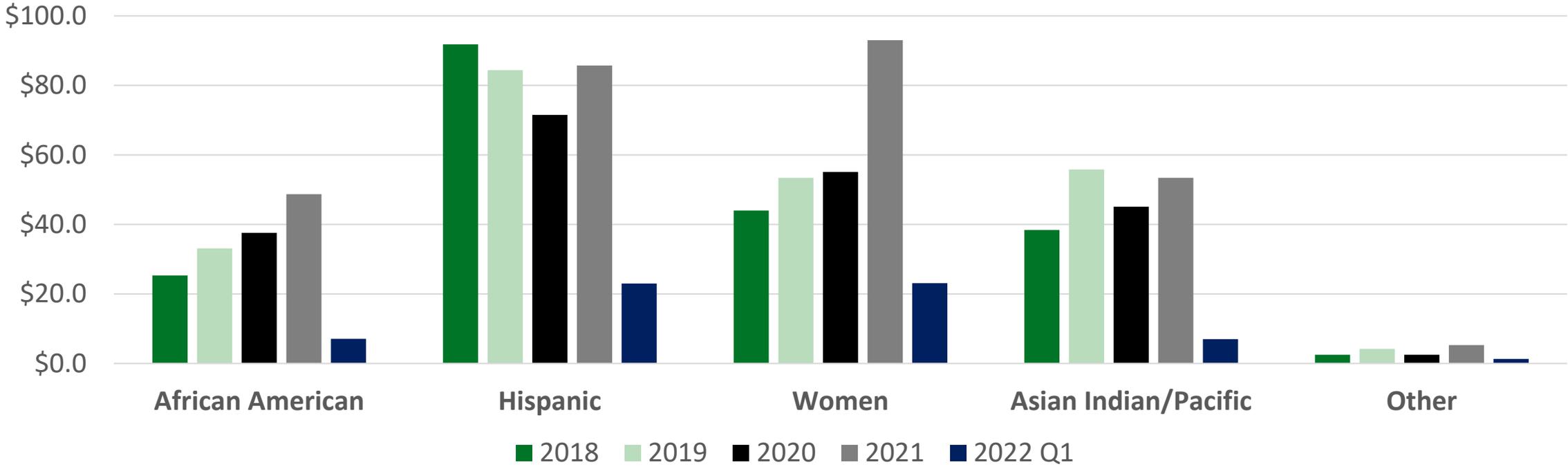
CONSTRUCTION AWARD					
	2018	2019	2020	2021	2022 Q1
African American	\$12.6M 2.0%	\$14.5M 2.2%	\$34.7M 2.6%	\$11.7M 2.1%	\$1.2M 1.1%
Hispanic	\$80.9M 13.0%	\$61.4M 9.3%	\$151.3M 11.2%	\$24.2M 4.3%	\$10.2M 9.4%
Women	\$35.6M 5.7%	\$61.3M 9.3%	\$146.8M 10.8%	\$76.2M 13.4%	\$11.1M 10.3%
Other	\$9.3M 1.5%	\$7.1M 1.1%	\$16.5M 1.2%	\$3.6M 0.6%	\$3.3M 3.0%
DBE Subtotal	\$138.5M 22.2%	\$144.5M 21.9%	\$349.3M 25.8%	\$115.7M 20.4%	\$25.8M 23.8%
Non-DBE	\$474.9M 76.2%	\$505.9M 76.5%	\$987.2M 72.8%	\$442.8M 78.1%	\$80.0M 74.0%
Veteran	\$9.6M 1.5%	\$10.5M 1.6%	\$18.8M 1.4%	\$8.4M 1.5%	\$2.3M 2.2%
TOTAL	\$623.0M	\$660.8M	\$1.3B	\$566.9M	\$108.1M

PROFESSIONAL SERVICES AWARD					
	2018	2019	2020	2021	2022 Q1
African American	\$27.8M 12.1%	\$19.3M 11.0%	\$38.2M 22.7%	\$21.6M 13.0%	\$6.4M 20.5%
Hispanic	\$16.5M 7.2%	\$11.6M 6.6%	\$15.5M 9.2%	\$29.2M 17.5%	\$0.6M 1.9%
Women	\$18.7M 8.1%	\$16.8M 9.6%	\$18.9M 11.3%	\$19.7M 11.8%	\$4.8M 15.1%
Asian Indian/Pacific	\$29.7M 12.9%	\$8.5M 4.8%	\$31.7M 18.8%	\$5.7M 3.4%	\$4.0M 12.7%
Other	\$0.2M 0.1%	\$0.0M 0.0%	\$1.4M 0.8%	\$0.2M 0.1%	\$0.1M 0.2%
DBE Subtotal	\$92.9M 40.4%	\$56.2M 32.1%	\$105.7M 62.7%	\$76.5M 45.8%	\$15.9M 50.3%
Non-DBE	\$127.5M 55.4%	\$109.3M 62.5%	\$53.9M 32.0%	\$83.2M 49.9%	\$12.4M 39.3%
Veteran	\$9.6M 4.2%	\$9.5M 5.4%	\$8.9M 5.3%	\$7.1M 4.3%	\$3.2M 10.3%
TOTAL	\$230.0M	\$175.0M	\$168.5M	\$166.7M	\$31.5M

DBE SPEND PARTICIPATION

Construction and Professional Services 2018-2022 Q1 Spend*

DBE SPEND



2018: \$202.0M 2019: \$230.8M 2020: \$211.9M 2021: \$286.1M 2022: \$61.5M

* = UNAUDITED Totals may not add due to rounding

CONSTRUCTION AND PROFESSIONAL SERVICES

2018-2022 Q1 Spend*

CONSTRUCTION SPEND					
	2018	2019	2020	2021	2022 Q1
African American	\$7.0M 1.4%	\$9.6M 2.3%	\$8.9M 1.6%	\$22.2M 2.9%	\$2.2M 1.5%
Hispanic	\$65.6M 13.4%	\$56.5M 13.8%	\$48.0M 8.8%	\$64.5M 8.5%	\$17.0M 11.9%
Women	\$26.1M 5.3%	\$30.3M 7.4%	\$39.1M 7.2%	\$72.5M 9.5%	\$18.7M 13.1%
Other	\$4.8M 1.0%	\$7.7M 1.9%	\$7.5M 1.4%	\$10.7M 1.4%	\$1.4M 1.0%
DBE Subtotal	\$103.5M 21.2%	\$104.1M 25.4%	\$103.6M 18.9%	\$169.9M 22.3%	\$39.4M 27.5%
Non-DBE	\$369.2M 75.5%	\$295.7M 72.2%	\$433.4M 79.2%	\$578.2M 76.0%	\$101.7M 71.1%
Veteran	\$16.6M 3.4%	\$9.5M 2.3%	\$10.2M 1.9%	\$13.2M 1.7%	\$2.0M 1.4%
TOTAL	\$489.2M	\$409.3M	\$547.1M	\$761.3M	\$143.1M

PROFESSIONAL SERVICES SPEND					
	2018	2019	2020	2021	2022 Q1
African American	\$18.2M 7.1%	\$23.5M 7.6%	\$28.6M 10.7%	\$26.4M 10.7%	\$4.9M 8.3%
Hispanic	\$26.3M 10.3%	\$27.9M 9.1%	\$23.5M 8.8%	\$21.3M 8.6%	\$5.9M 10.0%
Women	\$17.9M 7.0%	\$23.1M 7.5%	\$16.0M 6.0%	\$20.5M 8.3%	\$4.4M 7.4%
Asian Indian/Pacific	\$36.1M 14.1%	\$52.0M 16.9%	\$40.0M 15.0%	\$47.6M 19.2%	\$6.3M 10.7%
Other	\$80.2K 0.03%	\$0.2M 0.1%	\$57.6K 0.02%	\$0.5M 0.2%	\$0.5M 0.9%
DBE Subtotal	\$98.5M 38.5%	\$126.6M 41.2%	\$108.2M 40.5%	\$116.2M 47.0%	\$22.0M 37.4%
Non-DBE	\$151.7M 59.3%	\$173.7M 56.5%	\$152.2M 56.9%	\$120.8M 48.9%	\$34.7M 58.7%
Veteran	\$5.8M 2.3%	\$7.3M 2.4%	\$6.9M 2.6%	\$10.2M 4.1%	\$2.3M 3.9%
TOTAL	\$255.9M	\$307.6M	\$267.3M	\$247.2M	\$59.0M

OVERALL BEP PARTICIPATION

2018-2022 Q1 BEP Spend*

GOODS AND SERVICES SPEND					
	2018	2019	2020	2021	2022 Q1
African American	\$2.8M 1.8%	\$2.2M 2.3%	\$1.0M 1.7%	\$1.1M 1.2%	\$0.3M 1.5%
Hispanic	\$11.4M 7.5%	\$5.2M 5.4%	\$3.7M 5.9%	\$4.6M 5.1%	\$0.9M 4.7%
Women	\$4.3M 2.8%	\$5.5M 5.7%	\$2.1M 3.3%	\$5.3M 5.8%	\$1.0M 5.1%
Asian Indian/Pacific	\$16.0M 10.5%	\$11.8M 12.2%	\$6.2M 9.8%	\$8.8M 9.8%	\$2.4M 12.2%
Other	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%
BEP Subtotal	\$34.5M 22.5%	\$24.7M 25.5%	\$13.0M 20.7%	\$19.8M 21.9%	\$4.7M 23.5%
Non-BEP	\$117.9M 77.1%	\$71.6M 73.9%	\$49.8M 79.1%	\$69.0M 76.4%	\$15.1M 75.7%
Veteran	\$0.6M 0.4%	\$0.6M 0.6%	\$0.2M 0.2%	\$1.6M 1.8%	\$0.2M 0.8%
TOTAL	\$152.9M	\$96.8M	\$63.0M	\$90.3M	\$19.9M

* = UNAUDITED

Totals may not add due to rounding



SMALL BUSINESS OPPORTUNITIES

SMALL BUSINESS INITIATIVE

2022 Q1 SNAPSHOT

► 8 contracts awarded

- 6 Small Business Initiative contracts
- 2 Small Business Set-Aside contracts

Nearly
40
bids received

A total of
8
unique low bidders

More than
160
firms registered

More than
70%
of bidders are DBE
or Vet firms

SINCE JANUARY 2021:
MORE THAN
\$53 MILLION IN SMALL
BUSINESS CONTRACTS
AWARDED



SMALL BUSINESS INITIATIVE/ROLLING OWNER-CONTROLLED INSURANCE PROGRAM

2022 Q1 SNAPSHOT

▶ 37 contracts awarded with Tollway’s Rolling Owner Controlled Insurance Program

More than
\$51 million
In Small Business contracts covered by ROCIP



More than
40
Unique firms working on contracts with ROCIP to date



SMALL BUSINESS INITIATIVE CONTRACT WINNING BIDS WERE NEARLY **28 PERCENT BELOW** ENGINEERS’ ESTIMATE

SMALL BUSINESS INITIATIVE

Emerging Technology Initiatives



SMALL BUSINESS INITIATIVE

POWERED BY THE ILLINOIS TOLLWAY

Creating Opportunities for Inclusion

- ▶ Increasing participation on electrical contracts
 - ▶ Gather feedback from established electrical contractors
 - ▶ Conduct focus groups with small electrical vendors
 - ▶ Offer/develop training opportunities
 - ▶ Reviewing Small Business bid packages to advertise bulk purchasing electrical opportunities





TRAINING AND MENTORING

PARTNERING FOR GROWTH

2022 YEAR TO DATE

- ▶ 12 agreements executed
- ▶ 8 additional professional services agreements pending approval in June
- ▶ Approved one new Emerging Technology agreement in construction
 - ▶ Short term agreement focuses on new technology training
 - ▶ Prepares small firms to bid on new construction bid packages utilizing 3D modeling for earthwork/grading



SINCE PROGRAM INCEPTION

- ▶ Nearly 215 total agreements including:
 - ▶ Nearly 190 professional services agreements
 - ▶ Nearly 25 construction agreements



EMERGING TECHNOLOGY

Automated Machine Guidance Training

- ▶ The Tollway has led implementation of Building Information Modeling for design and construction
- ▶ Held multiple virtual/hands-on training sessions on Automated Machine Guidance (AMG) technology for small and diverse businesses
 - ▶ February 22 (virtual training)
 - ▶ February 24 (Aurora M-8 maintenance site)
 - ▶ June 8 (Aurora M-8 maintenance site)
- ▶ More than 40 small businesses have participated thus far
- ▶ Advertising two bid packages featuring AMG technology exclusively for registered small businesses this summer
- ▶ Tollway will explore additional training opportunities





TECHNICAL ASSISTANCE



TECHNICAL ASSISTANCE

Updates

- ▶ Hosted 7 open house events for new locations
 - ▶ Chicago (Lawndale, Merchandise Mart, O’Hare)
 - ▶ Suburban (Aurora, Matteson, Rockford and Waukegan)
 - ▶ More than 160 attendees
 - ▶ Elected officials, business leaders in attendance



Chicagoland | Aurora | Rockford | Waukegan



Downtown Chicago



**2022 Q1
SNAPSHOT**

More than
\$10 million
In construction and
professional services
contracts awarded to
clients



Nearly
100
New firms successfully
recruited as clients





OUTREACH



BUILDING FOR SUCCESS

Weekly Webinar Series

Topics included:

- ▶ Small Business certification with the State of Illinois
- ▶ Vendor responsiveness on bids
- ▶ Emerging technology
- ▶ Rolling Owner-Controlled Insurance Program

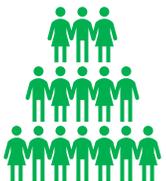


BUILDING FOR SUCCESS

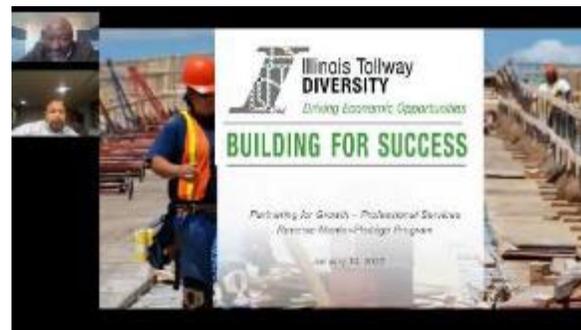
Webinar Series

2022 BY THE NUMBERS

Nearly
800
attendees



More than
10
webinars hosted

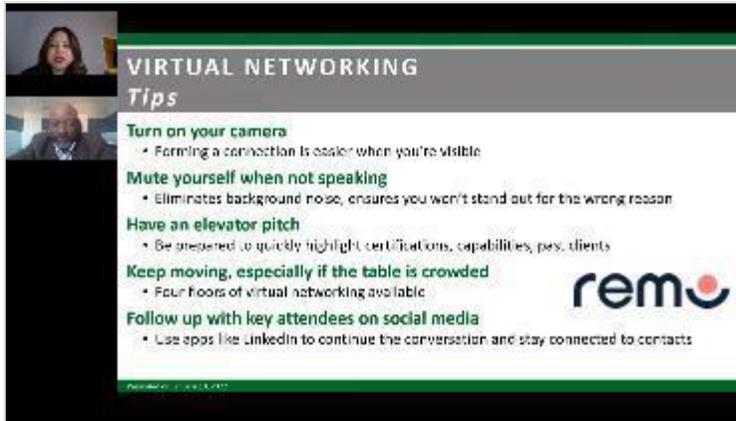


UPCOMING 2022 TOPICS

- How to Use the BidBuy System
- How to do Business with the Tollway (Procurement, Contract Services, Compliance)
- Partnering for Growth
- Upcoming Construction Bid Opportunities

MEETINGS AND OUTREACH

TYPES OF KEY EVENTS



Networking and open houses



Feedback and collaboration with external stakeholders



Sharing ideas and best practices with outside agencies



MORE THAN **1,100** PEOPLE HAVE ATTENDED
A TOLLWAY-HOSTED EVENT THIS YEAR



DISPARITY STUDY



DISPARITY STUDY

- ▶ Colette Holt & Associates retained to study possible race or gender disparities in access to Tollway prime and subcontracting opportunities
- ▶ Study will also examine what remedies, if any, are appropriate to redress barriers created by race or gender discrimination
- ▶ Study remains on schedule for completion by end of 2022





WORKFORCE DEVELOPMENT

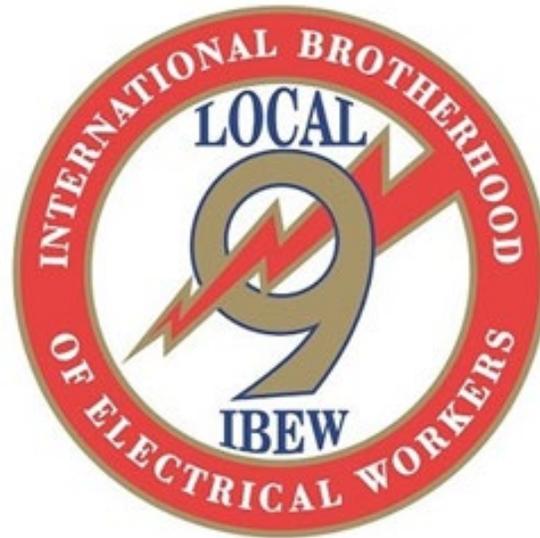


WORKFORCE DEVELOPMENT

Collaboration with ConstructionWorks and Organized Labor

Diversity staff coordination with Local 150, Local 9 and Local 196

- ▶ Highlighting benefits of ConstructionWorks and Earned Credit Program
- ▶ Enrolling first-year apprentices in Tollway Online Hiring Portal
- ▶ Enrolling ConstructionWorks participants in CDL training classes to prepare them for union apprenticeships



CONSTRUCTIONWORKS AND EARNED CREDIT PROGRAM

2022 YEAR TO DATE

10

participants hired
in 2022

284

participants hired
since 2018

55

participants hired on
Tollway construction
projects since 2018

RECENT IMPROVEMENTS

- Offering direct assistance for contractors to meet EEO goals at start of contract
- Community events to increase enrollment/access to services



2022 YEAR TO DATE

6

ECP-eligible people
hired in 2022

588

ECP-eligible people
hired since program
launch

FUTURE IMPROVEMENTS

- Revise program to encourage greater retention of ECP-eligible workers



CONSTRUCTIONWORKS

Future Actions

- ▶ Introduce contract renewal in an amount not to exceed approximately \$1.3 million
- ▶ If approved, renewal will allow the Chicago Cook Workforce Partnership to continue services for one year
- ▶ The Partnership is committed to exceeding revised contract goals of 30 percent BEP and 4 percent veteran goals for this renewal
- ▶ Issue new RFP for workforce development services later this year and award in 2023



ConstructionWorks

POWERED BY THE ILLINOIS TOLLWAY

Teaching Trades, Building Careers



THANK YOU