



# Illinois Tollway **DIVERSITY**

*Driving Economic Opportunities*

**DIVERSITY AND INCLUSION COMMITTEE  
2022 YEAR IN REVIEW**

---

*Terry Miller, Chief of Diversity and  
Strategic Development*

March 30, 2023



# AGENDA

PARTICIPATION

SMALL BUSINESS INITIATIVE

TECHNICAL ASSISTANCE

PARTNERING FOR GROWTH

WORKFORCE DEVELOPMENT

OUTREACH

2023 GOALS



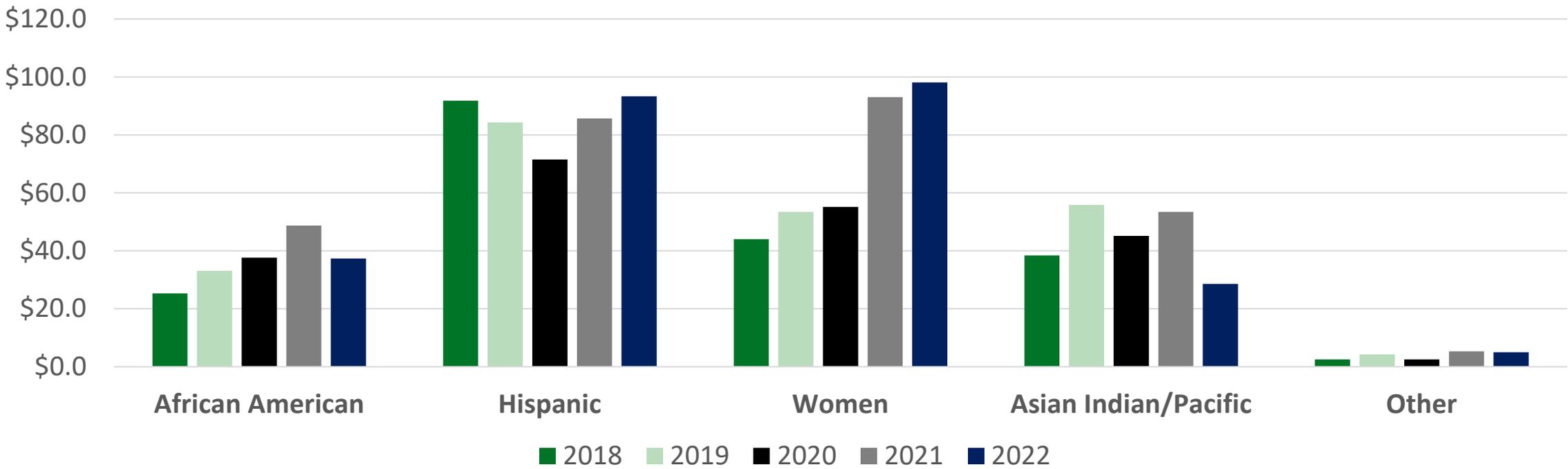
# OVERALL PARTICIPATION



# DBE SPEND PARTICIPATION

## *Construction and Professional Services 2018-2022 Spend\**

### DBE SPEND



**2018: \$202.0M    2019: \$230.8M    2020: \$211.8M    2021: \$286.1M    2022: \$262.2M**

\* = UNAUDITED    Totals may not add due to rounding

# CONSTRUCTION AND PROFESSIONAL SERVICES

## 2018-2022 Spend\*

CONSTRUCTION SPEND					
	2018	2019	2020	2021	2022
African American	\$7.0M 1.4%	\$9.6M 2.3%	\$8.9M 1.6%	\$22.2M 2.9%	\$11.2M 1.6%
Hispanic	\$65.6M 13.4%	\$56.5M 13.8%	\$48.0M 8.8%	\$64.5M 8.5%	\$69.1M 9.6%
Women	\$26.1M 5.3%	\$30.3M 7.4%	\$39.1M 7.2%	\$72.5M 9.5%	\$81.5M 11.4%
Other	\$4.8M 1.0%	\$7.7M 1.9%	\$7.5M 1.4%	\$10.7M 1.4%	\$7.7M 1.1%
<b>DBE Subtotal</b>	<b>\$103.5M</b> 21.2%	<b>\$104.1M</b> 25.4%	<b>\$103.6M</b> 18.9%	<b>\$169.9M</b> 22.3%	<b>\$169.5M</b> 23.6%
Non-DBE	\$369.2M 75.5%	\$295.7M 72.2%	\$433.4M 79.2%	\$578.2M 76.0%	\$538.9M 75.1%
Veteran	\$16.6M 3.4%	\$9.5M 2.3%	\$10.2M 1.9%	\$13.2M 1.7%	\$8.9M 1.3%
<b>TOTAL</b>	<b>\$489.2M</b>	<b>\$409.3M</b>	<b>\$547.1M</b>	<b>\$761.3M</b>	<b>\$717.3M</b>

PROFESSIONAL SERVICES SPEND					
	2018	2019	2020	2021	2022
African American	\$18.2M 7.1%	\$23.5M 7.6%	\$28.6M 10.7%	\$26.4M 10.7%	\$26.1M 11.2%
Hispanic	\$26.3M 10.3%	\$27.9M 9.1%	\$23.5M 8.8%	\$21.3M 8.6%	\$24.2M 10.3%
Women	\$17.9M 7.0%	\$23.1M 7.5%	\$16.0M 6.0%	\$20.5M 8.3%	\$16.7M 7.1%
Asian Indian/Pacific	\$36.1M 14.1%	\$52.0M 16.9%	\$40.0M 15.0%	\$47.6M 19.2%	\$24.8M 10.6%
Other	\$80.2K 0.03%	\$0.2M 0.1%	\$57.6K 0.02%	\$0.5M 0.2%	\$0.9M 0.4%
<b>DBE Subtotal</b>	<b>\$98.5M</b> 38.5%	<b>\$126.6M</b> 41.2%	<b>\$108.2M</b> 40.5%	<b>\$116.2M</b> 47.0%	<b>\$92.7M</b> 39.6%
Non-DBE	\$151.7M 59.3%	\$173.7M 56.5%	\$152.2M 56.9%	\$120.8M 48.9%	\$132.8M 56.7%
Veteran	\$5.8M 2.3%	\$7.3M 2.4%	\$6.9M 2.6%	\$10.2M 4.1%	\$8.6M 3.7%
<b>TOTAL</b>	<b>\$255.9M</b>	<b>\$307.6M</b>	<b>\$267.3M</b>	<b>\$247.2M</b>	<b>\$234.1M</b>

\* = UNAUDITED Totals may not add due to rounding

# OVERALL BEP PARTICIPATION

## 2018-2022 BEP Spend\*

GOODS AND SERVICES SPEND					
	2018	2019	2020	2021	2022
African American	\$2.8M 1.8%	\$2.2M 2.3%	\$1.0M 1.7%	\$1.1M 1.2%	\$2.9M 3.0%
Hispanic	\$11.4M 7.5%	\$5.2M 5.4%	\$3.7M 5.9%	\$4.6M 5.1%	\$4.4M 4.6%
Women	\$4.3M 2.8%	\$5.5M 5.7%	\$2.1M 3.3%	\$5.3M 5.8%	\$5.6M 5.8%
Asian Indian/Pacific	\$16.0M 10.5%	\$11.8M 12.2%	\$6.2M 9.8%	\$8.8M 9.8%	\$10.9M 11.4%
Other	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%
<b>BEP Subtotal</b>	<b>\$34.5M</b> 22.5%	<b>\$24.7M</b> 25.5%	<b>\$13.0M</b> 20.7%	<b>\$19.8M</b> 21.9%	<b>\$23.9M</b> 24.9%
Non-BEP	\$117.9M 77.1%	\$71.6M 73.9%	\$49.8M 79.1%	\$69.0M 76.3%	\$70.8M 73.9%
Veteran	\$0.6M 0.4%	\$0.6M 0.6%	\$0.2M 0.2%	\$1.6M 1.8%	\$1.1M 1.1%
<b>TOTAL</b>	<b>\$152.9M</b>	<b>\$96.8M</b>	<b>\$63.0M</b>	<b>\$90.3M</b>	<b>\$95.7M</b>

\* = UNAUDITED    Totals may not add due to rounding



# SMALL BUSINESS INITIATIVE

# SMALL BUSINESS INITIATIVE

## 2022 Accomplishments

### ► 17 contracts awarded

- 13 Small Business Initiative contracts
- 4 Small Business Set-Aside contracts

Nearly  
**70**  
bids received

A total of  
**12**  
unique low bidders

More than  
**190**  
firms registered in  
SBI

More than  
**70%**  
of bidders are DBE  
or Vet firms

**SINCE JANUARY 2021:**  
MORE THAN  
**\$65 MILLION** IN SMALL  
BUSINESS CONTRACTS  
AWARDED





# TECHNICAL ASSISTANCE



# TECHNICAL ASSISTANCE PROGRAM

## 2022 Accomplishments

More than

**300**

Tollway bids  
and proposals  
submitted



More than

**1,300**

Jobs created  
by client  
firms



More than  
**\$37 million**

Awarded to  
construction and  
professional  
services clients



Chicagoland | Aurora | Rockford | Waukegan



A construction worker wearing a bright green hard hat with the letters 'SEB' on it, glasses, a tan jacket, and a high-visibility yellow safety vest is smiling at the camera. He is holding a surveying instrument with a red wheel and a black handle. The background shows a large construction site with a long white building, a blue sky, and various pieces of construction equipment like a skid steer loader and a white pickup truck. The scene is brightly lit, suggesting a clear day.

# PARTNERING FOR GROWTH PROGRAM



# PARTNERING FOR GROWTH PROGRAM

## FROM JANUARY – DECEMBER 2022

- ▶ 29 agreements executed
- ▶ Executed five “Reverse” agreements in professional services
  - ▶ Small/diverse/veteran-owned business serve as primes and are mentored by a larger firm in area of growth

23	6
Professional Services	Construction

## SINCE PROGRAM INCEPTION (2007)

- ▶ More than 200 professional services and 25 construction agreements
  - ▶ Nearly \$170 million earned by professional services protégés
  - ▶ More than \$3 million in bid credits awarded
    - ▶ Nearly \$1 million awarded to protégés
  - ▶ Nearly 50 firms have gone from protégé to prime



# EMERGING TECHNOLOGY INITIATIVES

## *Access to Training and Mentoring*

### **Mentors provide training on latest construction equipment and technology**

- Example: 3D modeling for grading, Axis training, specialized electrical contracts

### **Short-term agreements**

- 12 months or less, non-binding to a specific contract

### **Empowers small, diverse firms**

- Provides targeted training needed to compete for prime and subcontracting opportunities



**PARTNERING for GROWTH**

POWERED BY THE ILLINOIS TOLLWAY

*Taking your Business to the Next Level*

A group of four construction workers in safety gear (hard hats, safety vests, and gloves) are gathered around a bucket of material on a construction site. One worker in the center is using a brush to mix the material. The background shows a concrete wall and a yellow container with the number '87'.

# WORKFORCE DEVELOPMENT



# WORKFORCE DEVELOPMENT

## *Achievements*

### IN 2022

More than

# 50

ECP-eligible people  
hired

Nearly

# 640

ECP eligible workers  
hired since 2007

### IN 2022

# 65

candidates  
hired

Nearly

# 10

Placed on Tollway  
contracts

Nearly

# 400

candidates hired since  
program inception in 2018



## EARNED CREDIT PROGRAM

POWERED BY THE ILLINOIS TOLLWAY

*Putting your Best Bid Forward*



## ConstructionWorks

POWERED BY THE ILLINOIS TOLLWAY

*Teaching Trades, Building Careers*



# OUTREACH



# BUILDING FOR SUCCESS WEBINAR SERIES

## *Achievements*

### IN 2022

More than  
**1,200**  
attendees



More than  
**20**  
webinars hosted



### FAVORITE TOPICS

- Statement of Interest Best Practices
- Partnering for Growth Program Success Stories
- Getting registered as Illinois Small Business
- Navigating Bid-Buy
- Post-award contract support services

MORE THAN **2,500** HAVE  
ATTENDED A TOLLWAY  
WEBINAR SINCE JULY 2020



# MEETINGS AND OUTREACH

## KEY MEETINGS



An aerial photograph of a complex multi-level highway interchange. The roads are paved in light grey and feature multiple lanes in each direction. Several vehicles, including cars and large trucks, are visible traveling through the interchange. The surrounding area includes green grassy fields and some trees. A semi-transparent dark grey horizontal band is overlaid across the center of the image, containing the main title text.

# 2023 GOALS AND OBJECTIVES

# 2023 GOALS AND OBJECTIVES

- Implement new Disparity Study**
- Recruit more Partnering for Growth mentors**
- Develop Design-Build framework**
- Host more in-person networking events**
- Produce multiple financial literacy events for small businesses**



A smiling construction worker wearing a white hard hat with a headlamp, safety glasses, a bright yellow-green long-sleeved shirt, and an orange safety vest with reflective stripes. The worker is using a hammer on a wooden beam. In the background, there is a road with a red octagonal stop sign, a white sign, and a grey car. The scene is outdoors with trees and a concrete structure.

THANK YOU