



## Record of Meeting | August 31, 2023

The Illinois State Toll Highway Authority (“Tollway”) held the Diversity & Inclusion Committee meeting on Thursday, August 31, 2023, in the Boardroom of Tollway headquarters in Downers Grove, Illinois. The meeting was held pursuant to the By-Laws of the Tollway upon call and notice of the meeting executed by Chairman Arnaldo Rivera and posted in accordance with the requirements of the Open Meetings Act, 5 ILCS 120/1, *et seq.*

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

### Call to Order / Roll Call

Committee Chair Gomez called the meeting to order at approximately 8:16 a.m. 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 Karen McConnaughay
Director James Sweeney
Committee Chair Jacqueline Gomez

Committee Members Not Present:
None

Other Directors Present:
Director Melissa Neddermeyer
Director Scott Paddock
Director Gary Perinar, Jr.
Director Mark Wright
Chairman Arnaldo Rivera

The Board Secretary declared a quorum present.

### Public Comment

Committee Chair Gomez opened the floor for public comment. No public comment was offered.



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## Committee Chair's Items

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Committee Chair Gomez entertained a motion to approve **Committee Chair's Item 1**, the minutes of the regular Diversity & Inclusion Committee meeting held on May 11, 2023, as presented. Director McConnaughay made a motion to approve the minutes, seconded by Director Sweeney. The motion PASSED unanimously by voice vote.

Having no further items, Committee Chair Gomez called on Executive Director Cassandra Rouse.

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## Executive Director's Items

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Executive Director Rouse introduced Terry Miller, Chief of Diversity & Strategic Development, to present an overview of the Tollway's diversity activities and accomplishments for the second quarter of 2023. [See attached presentation.](#)

Upon conclusion of the presentation and discussion, Committee Chair Gomez thanked Mr. Miller.

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## Items for Consideration

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### Diversity & Strategic Development

Executive Director Rouse called on Mr. Miller to present to the Committee the following item:

*Item 1: Extension of Contract 22-0164 with Chicago Cook Workforce Partnership for the purchase of Workforce Development Technical Assistance Initiative Services in an amount not to exceed \$599,939.34 (Tollway Sole Source).*

Upon conclusion of the presentation of this item, Director Gomez entertained a motion to approve placement of **Diversity & Strategic Development Item 1** on the full Board agenda with the Committee's recommendation. Director McConnaughay made a motion to approve this item, seconded by Director Sweeney. The motion PASSED unanimously by voice vote.

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## Adjournment

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There being no further business before the Committee, Committee Chair Gomez entertained a motion to adjourn. Director McConnaughay made a motion to adjourn, seconded by Director Sweeney. The motion PASSED unanimously by voice vote.



The Meeting was adjourned at approximately 8:35 a.m.

Minutes taken by: \_\_\_\_\_

Christi Regnery  
Board Secretary  
Illinois State Toll Highway Authority



# 2023 Q2 REVIEW

*Diversity and Inclusion Committee*

**Terry Miller**

Chief of Diversity and Strategic Development

August 31, 2023





**Participation**

**Program updates**

**Meetings and outreach**

**Spotlight: Partnering for Growth**

# **AGENDA**

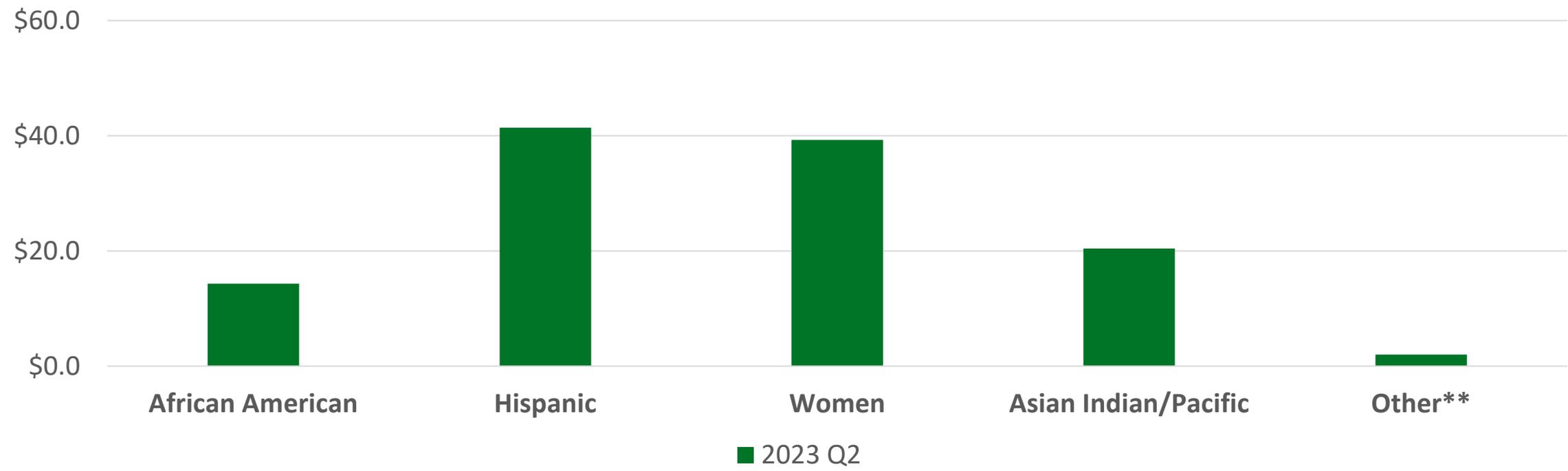


**OVERALL PARTICIPATION**

# DBE SPEND PARTICIPATION

## *Construction and Professional Services 2023 Spend (Through Q2)*

### DBE SPEND



**2023 (through Q2): \$117.5M**

\* = **UNAUDITED** Totals may not add due to rounding

\*\* Other category includes Native American and Male (Caucasian) 4

# CONSTRUCTION AND PROFESSIONAL SERVICES

## 2023 Spend (Through Q2)

CONSTRUCTION SPEND	
	(Thru Q2) 2023
African American	\$1.8M 0.7%
Hispanic	\$28.0M 10.7%
Women	\$29.5M 11.3%
Other**	\$5.1M 1.9%
<b>DBE Subtotal</b>	<b>\$64.4M</b> 24.6%
Non-DBE	\$192.9M 73.8%
Veteran	\$4.2M 1.6%
<b>TOTAL</b>	<b>\$261.5M</b>

\*\*Other category includes Asian Indian/Pacific, Native American and Male (Caucasian)

PROFESSIONAL SERVICES SPEND	
	(Thru Q2) 2023
African American	\$12.6M 11.1%
Hispanic	\$13.5M 11.9%
Women	\$9.8M 8.7%
Asian Indian/ Pacific	\$16.8M 14.9%
Other**	\$0.4M 0.4%
<b>DBE Subtotal</b>	<b>\$53.1M</b> 47.0%
Non-DBE	\$55.2M 49.0%
Veteran	\$4.5M 4.0%
<b>TOTAL</b>	<b>\$112.8M</b>

\*\*Other category includes Native American and Male (Caucasian)

# OVERALL BEP PARTICIPATION

## 2023 BEP Spend (Through Q2)

GOODS AND SERVICES SPEND	
	(thru Q2) 2023
African American	\$1.1M 1.9%
Hispanic	\$3.2M 5.6%
Women	\$4.0M 6.9%
Asian Indian/Pacific	\$8.2M 14.1%
Other**	\$0.03 0.04%
<b>BEP Subtotal</b>	<b>\$16.7M</b> 28.6%
<b>Non-BEP</b>	<b>\$41.2M</b> 70.6%
Veteran	\$0.5M 0.8%
<b>TOTAL</b>	<b>\$58.4M</b>

\* = UNAUDITED

Totals may not add due to rounding

\*\* Other category includes Native American and Male (Caucasian)



**PROGRAM UPDATES**

# DIVERSITY UPDATES

## 2023 Highlights through Q2

### Partnering for Growth Program

- **3** Professional Service agreements approved
  - **2** Reverse agreements approved
- **4** construction extensions approved
- **4** new firms went from protégé to prime
  - **Nearly 60** firms have gone from protégé to prime since program inception

### Technical Assistance Program

- **20** bids submitted
  - **5** unique firms submitted at least one prime bid
- Nearly **\$7.5 million** awarded on Tollway contracts
- **70** firms received assistance with certification

### Small Business Initiative

- Nearly **220** firms registered
- More than **70 percent** of contract bidders are certified DBE or veteran-owned firms
- More than **\$80 million** in contracts awarded to registered small businesses since January 2021

**MORE THAN 70 TOTAL  
WORKFORCE HIRES IN  
2023**

### Earned Credit Program – 17 hires

- **\$805,000** earned in wages
- **\$26,000** in bid credits earned

### ConstructionWorks – 54 hires

- **3** hires on Tollway contracts
- **\$354,000** earned in wages
- **\$8,000** in bid credits earned



# EMERGING TECHNOLOGY TRAINING



**Construction contractors/equipment manufacturers provide training**

*Latest construction equipment and technology*



**Mentors train small firms on project delivery methods**

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



**Empowering small, diverse firms**

*Targeted training needed to compete for prime and subcontracting opportunities*



**CCTV Camera  
Installation**  
*July 2023*



**3D Grading**  
*August 2023*



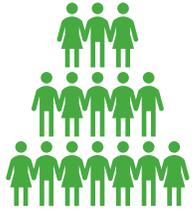
**Asphalt Paving**  
*Fall*



**MEETINGS AND OUTREACH**

# BUILDING FOR SUCCESS WEBINAR SERIES

## ACHIEVEMENTS THROUGH Q2 2023



More than **450** attendees



More than **10** webinars hosted

NEARLY **3,000** HAVE ATTENDED A  
TOLLWAY WEBINAR SINCE JULY 2020



## 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

# MEETINGS AND OUTREACH



*Building the Road to Financial Success:  
Foundation for Long Term Success Workshop and  
Networking Event*



*Local 150 Training Facility – Operator Equipment  
Simulators*



*Liuna! Chicagoland  
Training Center Tour*

## STAKEHOLDER MEETINGS





## **PARTNERING for GROWTH**

POWERED BY THE ILLINOIS TOLLWAY

*Taking your Business to the Next Level*





**THANK YOU**

