



Record of Meeting | December 14, 2023

The Illinois State Toll Highway Authority (“Tollway”) held the Diversity & Inclusion Committee meeting on Thursday, December 14, 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 8:25 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 |
| Director Mark Wright |
| Committee Chair Jacqueline Gomez |
| Other Directors Present: |
| Director Melissa Neddermeyer |
| Director Scott Paddock |
| Director Gary Perinar, Jr. |
| Chairman Arnaldo Rivera |

| |
|---------------------------------------|
| Committee Members Not Present: |
| None |

The Board Secretary declared a quorum present.

Public Comment

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



Committee Chair's Items

Committee Chair Gomez entertained a motion to approve **Committee Chair's Item 1**, the minutes of the regular Diversity & Inclusion Committee meeting held on August 31, 2023, as presented. Director Sweeney made a motion to approve the minutes, seconded by Chairman Rivera. The motion PASSED unanimously by voice vote.

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

Executive Director's Items

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 third quarter of 2023. [See attached presentation.](#)

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

Items for Consideration

Diversity & Strategic Development

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

Item 1: Award of Contract 21-0196R to Chicago Cook Workforce Partnership for the purchase of Workforce Development Technical Assistance Initiative Services in an amount not to exceed \$4,500,000.00 (Tollway Request for Proposal).

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

Adjournment

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



The Meeting was adjourned at approximately 8:49 a.m.

A handwritten signature in cursive script that reads "Christi Regnery".

Minutes taken by: _____

Christi Regnery
Board Secretary
Illinois State Toll Highway Authority



2023 Q3 REVIEW

Diversity and Inclusion Committee

Terry Miller

Chief of Diversity and Strategic Development

December 14, 2023





Participation

Program updates

**Spotlight: Emerging Technology
Training**

Meetings and outreach

AGENDA

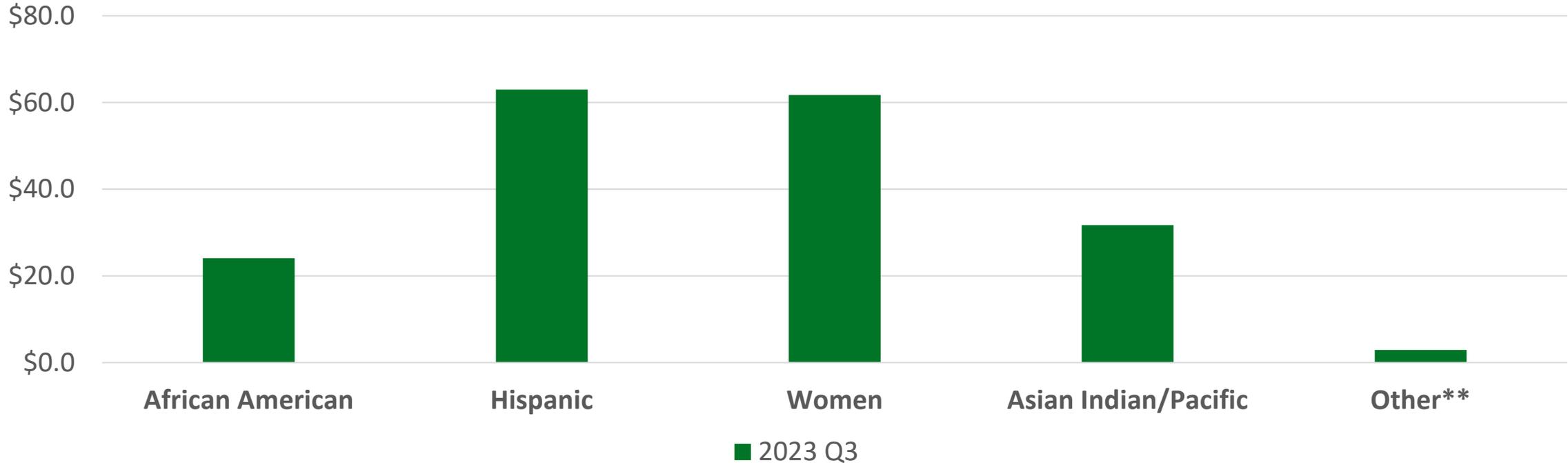


OVERALL PARTICIPATION

DBE SPEND PARTICIPATION

2023 Construction and Professional Services Spend (Through Q3)*

DBE SPEND



2023 (through Q3): \$183.4 million

* = UNAUDITED Totals may not add due to rounding

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

CONSTRUCTION AND PROFESSIONAL SERVICES

2023 Spend (Through 2023 Q3)

|  CONSTRUCTION SPEND <i>(thru 2023 Q3)</i> | | |
|--|------------------------|--------------|
| African American | \$5.9 million | 1.3% |
| Hispanic | \$42.3 million | 9.1% |
| Women | \$47.1 million | 10.2% |
| Other** | \$7.2 million | 1.6% |
| DBE Subtotal | \$102.5 million | 22.1% |
| Non-DBE | \$353.2 million | 76.1% |
| Veteran | \$8.3 million | 1.8% |
| TOTAL | \$463.9 million | |

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

|  PROFESSIONAL SERVICES SPEND <i>(thru 2023 Q3)</i> | | |
|--|------------------------|--------------|
| African American | \$18.3 million | 10.6% |
| Hispanic | \$20.7 million | 12.0% |
| Women | \$14.6 million | 8.5% |
| Asian Indian/Pacific | \$26.9 million | 15.6% |
| Other** | \$0.5 million | 0.3% |
| DBE Subtotal | \$80.9 million | 47.0% |
| Non-DBE | \$84.6 million | 49.2% |
| Veteran | \$6.6 million | 3.8% |
| TOTAL | \$172.1 million | |

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

OVERALL BEP PARTICIPATION

*2023 BEP Spend (Through 2023 Q3)**

| GOODS AND SERVICES SPEND | | |
|--------------------------|-----------------------|--------------|
| African American | \$1.6 million | 2.3% |
| Hispanic | \$4.0 million | 5.4% |
| Women | \$6.3 million | 8.6% |
| Asian Indian/Pacific | \$9.4 million | 12.8% |
| Other** | \$0.3 million | 0.03% |
| BEP Subtotal | \$21.6 million | 29.1% |
| Non-BEP | \$51.9 million | 70.0% |
| Veteran | \$0.7 million | 0.9% |
| TOTAL | \$74.2 million | |



* = UNAUDITED

Totals may not add due to rounding

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



PROGRAM UPDATES

DIVERSITY UPDATES

2023 Highlights through Q3

Partnering for Growth

- **12** Professional Services agreements approved
 - **3** Reverse agreements approved
- **5** Construction agreement 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

- **More than 100** bids submitted by clients
- **More than 100** firms received assistance with certification
- **25** new firms enrolled as TA Program clients in Q3 alone

Small Business Initiative

- Nearly **240** firms registered
- More than **70 percent** of bidders on Small Business Initiative contracts are certified DBE or veteran-owned firms
- Nearly **\$70 million** in SBI contracts awarded since January 2021

**NEARLY 80 TOTAL
WORKFORCE HIRES IN
2023**

Bid Credit Program – 25 hires

- **\$306,000** earned in wages
- **\$125,000** in bid credits earned

ConstructionWorks – 54 hires

- **3** hires on Tollway contracts



EMERGING TECHNOLOGY AXIS TRAINING

Network Video Fundamentals and Certification

Multi-day, free training event held for contractors actively looking or working on upcoming Illinois Tollway system integration and network video design projects

- Featured more than 40 hands-on exercises and topics
- Successful participants achieved 3-year professional certification from the equipment manufacturer
- Goal to increase pool of small/diverse firms ready to compete for prime contracting opportunities across Tollway system
- Tollway working with Illinois Asphalt Paving Association (IAPA) to develop training opportunities for small businesses





MEETINGS AND OUTREACH

BUILDING FOR SUCCESS WEBINAR SERIES

2023 Highlights

More Than **1,150** Attendees Across nearly **20** Webinars in 2023

Previous Topics

- e-Ticketing
- Electrical Work
- Small Business Initiative
- Web Based Program Management Control Systems
- Goods and Services
- Towing and Road Service
- Bid Credit Incentives
- Contract Compliance
- IDOT Statements of Interest
- Job Order Contracting

Presented on December 14, 2023

2024 Q1 Topics

- 2023 Year in DBE Participation
- Small Business Initiative Updates
- Bid Credit Program
- Getting Certified as a Small Business
- Contract Compliance (English and Spanish)
- Writing Effective Statements of Interest

MEETINGS AND OUTREACH



IHCC Business Expo 2023



*Illinois State Black Chamber of Commerce
Pre-Convention Cruise*

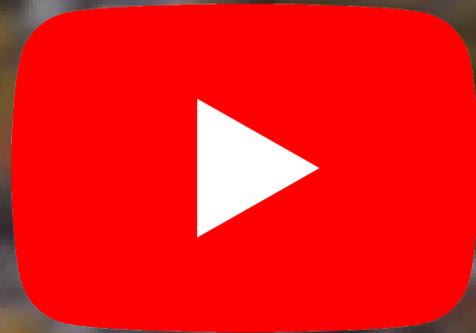


Local 150 Emerging Technology Training



THE ELITE
SDVOB
NETWORK





ConstructionWorks

POWERED BY THE ILLINOIS TOLLWAY

Teaching Trades, Building Careers



THANK YOU

