

Diversity and Inclusion Committee Diversity Reports

January 20, 2016

DBE Data – Professional Services

Payments

	2012	2013	2014	2015*	2012 - 2015
African American	\$6,214,463	\$10,073,836	\$14,583,558	\$16,272,345	\$47,144,201
Asian Indian	\$5,355,815	\$14,061,622	\$22,517,218	\$24,825,799	\$66,760,454
Asian Pacific	\$6,991,883	\$12,509,385	\$13,724,946	\$10,305,262	\$43,531,476
Hispanic	\$11,076,439	\$22,121,345	\$19,913,266	\$18,583,645	\$71,694,696
Native American	\$0	\$0	\$0	\$0	\$0
Women (Caucasian)	\$7,601,763	\$13,490,864	\$15,687,422	\$15,512,334	\$52,292,384
DBE Payments	\$37,240,364	\$72,257,052	\$86,426,410	\$85,499,385	\$281,423,211
Total Payments	\$115,966,538	\$213,247,087	\$254,226,407	\$226,609,526	\$810,049,558
DBE % of Total	32.1%	33.9%	34.0%	37.7%	34.7%

% of DBE Payment

	2012	2013	2014	2015	2012 - 2015
African American	16.7%	13.9%	16.9%	19.0%	16.8%
Asian Indian	14.4%	19.5%	26.1%	29.0%	23.7%
Asian Pacific	18.8%	17.3%	15.9%	12.1%	15.5%
Hispanic	29.7%	30.6%	23.0%	21.7%	25.5%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%
Women (Caucasian)	20.4%	18.7%	18.2%	18.1%	18.6%

*2015 payment data is preliminary. DBE payment percentage typically increases as payment data continues to be collected.

DBE Data – Construction

Payments

	2012	2013	2014	2015*	2012 - 2015
African American	\$2,269,965	\$944,852	\$7,986,003	\$17,368,788	\$28,569,608
Asian Indian	\$991,402	\$2,075,825	\$1,545,792	\$8,227,023	\$12,840,041
Asian Pacific	-\$3,760	\$48,056	\$2,284,083	\$706,414	\$3,034,794
Hispanic	\$18,972,037	\$47,882,724	\$87,695,835	\$109,860,184	\$264,410,780
Native American	\$0	\$0	\$17,350	\$1,585,521	\$1,602,871
Women (Caucasian)	\$16,976,856	\$19,138,628	\$37,124,005	\$42,193,557	\$115,433,045
DBE Payments	\$39,206,500	\$70,090,084	\$136,653,068	\$179,941,488	\$425,891,139
Total Payments	\$210,378,570	\$357,450,263	\$750,068,417	\$1,066,827,174	\$2,384,724,424
DBE % of Total	18.6%	19.6%	18.2%	16.9%	17.9%

% of DBE Payments

	2012	2013	2014	2015	2012 - 2015
African American	5.8%	1.3%	5.8%	9.7%	6.7%
Asian Indian	2.5%	3.0%	1.1%	4.6%	3.0%
Asian Pacific	0.0%	0.1%	1.7%	0.4%	0.7%
Hispanic	48.4%	68.3%	64.2%	61.1%	62.1%
Native American	0.0%	0.0%	0.0%	0.9%	0.4%
Women (Caucasian)	43.3%	27.3%	27.2%	23.4%	27.1%

*2015 payment data is preliminary. DBE payment percentage typically increases as payment data continues to be collected

BEP Data – Goods and Services

Payments

	2012	2013	2014	2015	2012 - 2015
African American	\$680,441	\$6,460,494	\$3,238,705	\$7,330,105	\$17,709,744
Asian American	\$2,308,958	\$2,797,461	\$7,590,441	\$15,053,593	\$27,750,454
Hispanic	\$392,717	\$970,976	\$8,436,563	\$9,257,073	\$19,057,329
Native American	\$0	\$0	\$0	\$0	\$0
Women (Caucasian)	\$10,878,819	\$9,318,078	\$5,303,712	\$10,867,726	\$36,368,335
BEP Payments	\$14,260,936	\$19,547,009	\$24,569,421	\$42,508,496	\$100,885,863

% of BEP Payments

	2012	2013	2014	2015	2012 - 2015
African American	4.8%	33.1%	13.2%	17.2%	17.6%
Asian American	16.2%	14.3%	30.9%	35.4%	27.5%
Hispanic	2.8%	5.0%	34.3%	21.8%	18.9%
Native American	0.0%	0.0%	0.0%	0.0%	0.0%
Women (Caucasian)	76.3%	47.7%	21.6%	25.6%	36.0%

The time periods reflect the state's fiscal year.

This data is generated and reported by the Department of Central Management Services (CMS).

Veteran Data

2015 Veteran-Owned Business Payments

	Construction	Professional Services	Total
Veteran Payments	\$18,113,841	\$1,941,605	\$20,055,446
Total Payments	\$1,066,827,174	\$226,609,526	\$1,293,436,700
% Veteran of Total	1.7%	0.9%	1.6%

2015 payment data is preliminary.

Includes payments to veteran-owned firms that are also DBEs and being used toward DBE goals.

Includes payments to veteran-owned primes on all contracts.

EEO Data – Construction Workforce Hours

- ▶ Since 2012, more than 40 percent of all construction hours worked were by minorities

Distribution of Total Hours

	2012	2013	2014	2015	2012-2015
% Minority	46%	40%	40%	40%	40%

Ethnicity

African American	4.9%	4.3%	4.8%	5.0%	4.8%
American Indian / AK Native	0.6%	1.0%	0.9%	0.7%	0.8%
Asian / Pacific Islander	0.7%	0.6%	0.9%	0.6%	0.7%
Hispanic / Latino	39.7%	33.6%	33.1%	33.9%	34.1%
Caucasian	54.1%	60.4%	60.3%	59.7%	59.5%

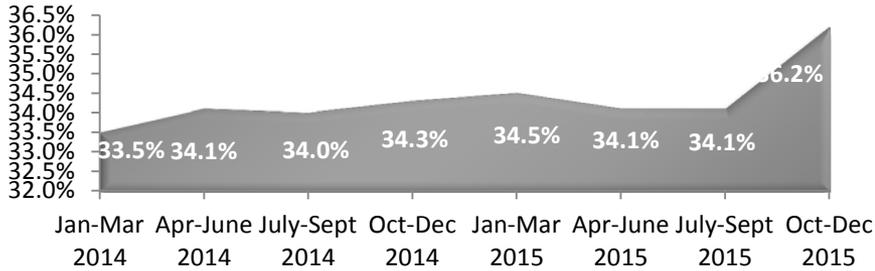
Gender

Female	6.4%	6.0%	6.0%	5.3%	5.7%
Male	93.6%	94.0%	94.0%	94.7%	94.3%

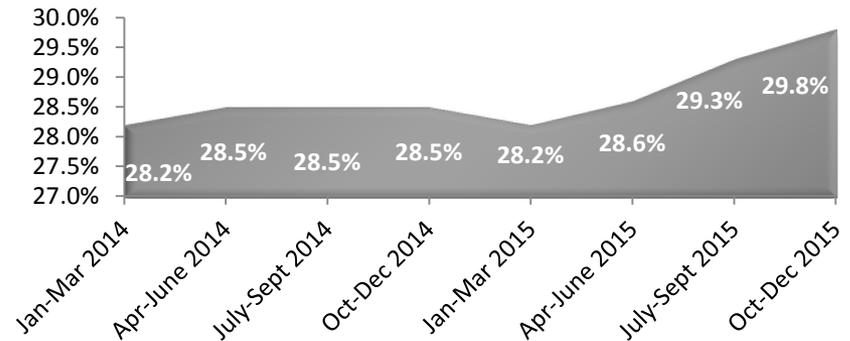


Demographics: Tollway Workforce

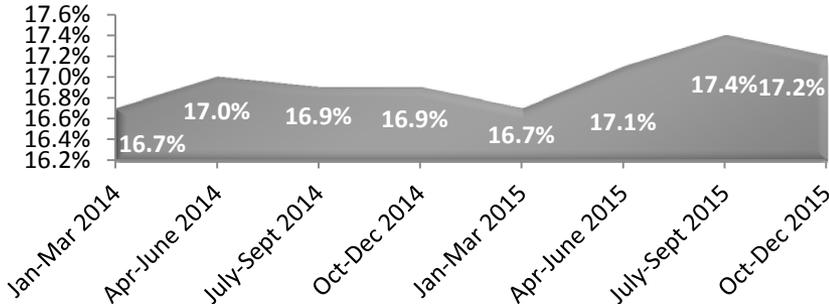
Females



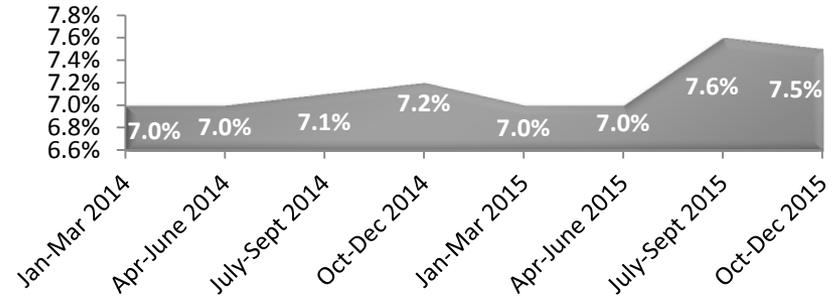
People of Color



African Americans

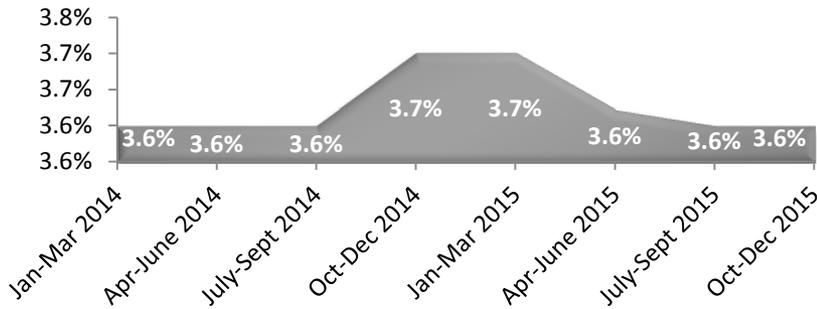


Latinos

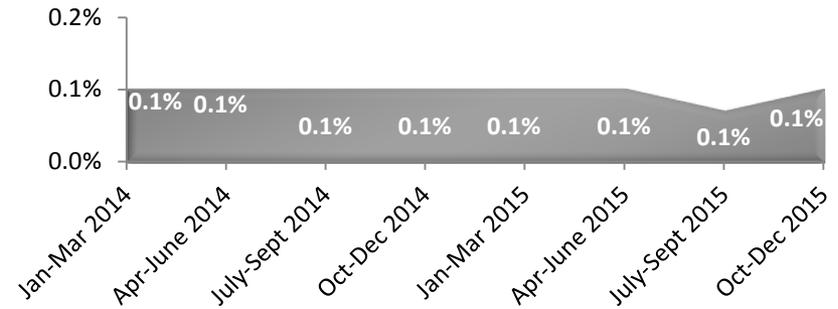


Demographics: Tollway Workforce*

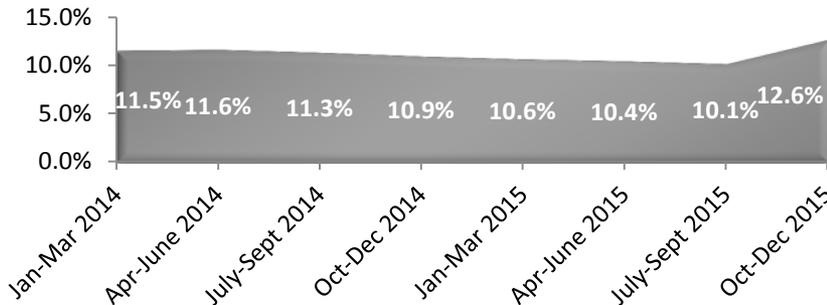
Asian Americans



American Indians/Alaska Natives



People with Disabilities



*Note that 1.3% self-identifies as "other"

Veterans*	Total #	Percentage
Caucasian	78	72.2%
African American	14	13.0%
Latino	4	3.7%
Asian American	2	1.9%
American Indian/Alaskan Native	0	0.0%
Native Hawaiian or Pacific Islander	0	0.0%
Other	10	9.3%
	108	
Men	91	84.3%
Women	17	15.7%
	108	7.6%

Tollway Recruitment Efforts



- ▶ **September – December 2015**
 - ▶ 10 job fairs; 30 percent for veterans
 - ▶ Malcom X College, South Suburban College, Wayne Township, Elgin Community College, Triton College, Orland Park Civic Center

- ▶ **Career Opportunities Expo:
Making a Connection**

- ▶ February 26, 2016
- ▶ 10 a.m. – 2 p.m.
- ▶ New Beginnings Church
6620 S. King Drive, Chicago



Diversity Advisory Council (DAC)

- ▶ **First Diversity Advisory Council (DAC) meeting held October 7, 2015**
- ▶ **Members represent nearly 20 advocacy agencies**
- ▶ **Three subcommittees created to study Tollway policy, programs and workforce development initiatives and make recommendations for improvements/new initiatives**
- ▶ **Goal is to complete recommendations for Diversity and Inclusion Committee consideration in March 2016**

DAC Subcommittee – Policy

- ▶ **Two meetings (December 3 and January 7)**
- ▶ **Key issues discussed**
 - ▶ Tollway Disparity Study
 - ▶ Contract payment data
 - ▶ Current Tollway policies
 - ▶ Reviewing national and local best practices

DAC Subcommittee – Policy

▶ Initial Recommendations

- ▶ Consider indefinite continuation of Diversity Advisory Council and Board Diversity and Inclusion Committee
- ▶ Consider shorter cycle for Tollway goods and services contracts
- ▶ Continue unbundling construction contracts and review the process to identify any additional opportunities
- ▶ Enhance technical assistance programs that help subcontractors market themselves

DAC Subcommittee – Programs

- ▶ **Two meetings (December 4 and January 8)**
- ▶ **Key issues discussed**
 - ▶ Improving visibility for veteran-owned firms and all diverse firms
 - ▶ Mentor/Protégé Program for construction
 - ▶ Establishing criteria and eligibility requirements for mentor and protégé firms
 - ▶ Matching mentors and protégés for best outcomes
 - ▶ Connecting the mentor/protégé relationships to existing technical assistance programs

DAC Subcommittee – Programs

▶ Initial Recommendations

▶ Mentor/Protégé Program for construction

- ▶ Evaluate effective incentives for primes to participate
- ▶ Evaluate effective matchmaking to ensure successful partnerships
- ▶ Survey key prime contractor groups (i.e. IRTBA) to determine best attributes for protégés
- ▶ Collect input from subcontractors and technical assistance programs
- ▶ Consider term-based mentor/protégé relationships rather than contract-based ones and measure protégé success over time

▶ Technical Assistance Programs

- ▶ Review existing technical assistance programs to identify ways of increasing effectiveness
- ▶ Consider additional technical assistance programs (i.e. BEP/goods and services)

DAC Subcommittee – Workforce Diversity

- ▶ **Four meetings (November 18, December 1, December 15 and January 12)**
- ▶ **Key issues discussed**
 - ▶ Increasing participation by African Americans and women on Tollway projects
 - ▶ Increasing minority participation within the five primary union trades involved on Tollway projects
 - ▶ Holding prime contractors more accountable for workforce diversity on Tollway projects



DAC Subcommittee – Workforce Diversity

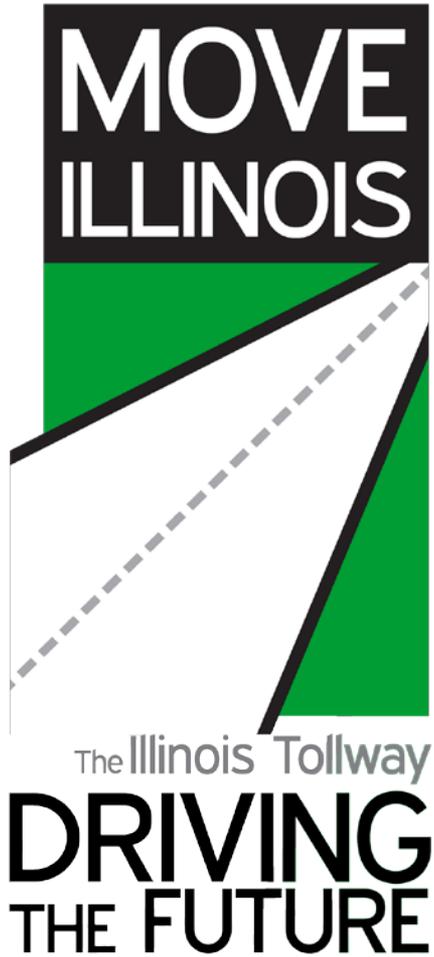
▶ Initial recommendations

- ▶ Evaluate incentives for unions and contractors to meet/increase EEO goals for African Americans and women
- ▶ Consider funding workforce development technical assistance for heavy highway and related industries with an emphasis on retention in construction-related fields
- ▶ Obtain feedback from contractors on Tollway workforce diversity programs
- ▶ Evaluate EEO compliance enforcement on Tollway projects



Diversity and Inclusion Committee Workplan

Key Events/Actions	Decision-Making Timeframe				
	January	February	March	April	May
<ul style="list-style-type: none"> Diversity and Inclusion (D&I) Committee meetings Diversity Advisory Council (DAC) meetings DAC subcommittee meetings 	X	X	X	X	X
<ul style="list-style-type: none"> Tollway Staff Provides DBE, BEP, EEO and Tollway workforce data to DAC Subcommittees DAC Subcommittees review data (ongoing) Tollway closes Disparity Study comment period D&I Committee recommends adopting study, starting new DBE Program Tollway Board adopts new DBE Program, sunsets existing program DAC Subcommittees prepare final recommendations for DAC approval 	X	X	X		
<ul style="list-style-type: none"> Tollway begins using study data to set DBE goals DAC makes final recommendations to D&I Committee D&I Committee reviews DAC recommendations Tollway staff completes review of DAC and studies recommendations D&I Committee prepares final report to Tollway Board 				X	
<ul style="list-style-type: none"> D&I Committee issues report for revised/new programs/initiatives Tollway Board reviews D&I Committee report, considers extension of D&I Committee charter 					X



THANK YOU
