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# Diversity and Inclusion Committee Meeting

Gustavo Giraldo, Chief of the Department of  
Diversity and Strategic Development  
April 20, 2016

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# Today's Agenda

**Advancing the Development of Minority  
Entrepreneurship Program (ADME)**

**Diversity Advisory Council Meeting Update**

**New Veterans Initiatives**

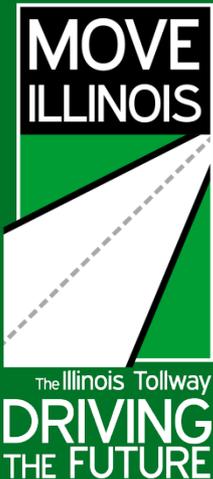
**Tollway Quarterly Diversity Statistics**

**Mentor/Protégé Program for Construction Update**

**Construction Contract Checklist**

**Construction Resource Fair**

**Internal Diversity Update**



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# Advancing the Development of Minority Entrepreneurship Program (ADME)

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# Advancing the Development of Minority Entrepreneurship Program (ADME)

Launched January 2016 by Governor Bruce Rauner

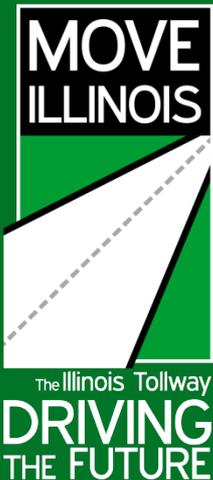
Program oversight by Illinois Department of Commerce

Goal is to improve the economic climate for minority- and women-owned businesses



Focus on minority communities in Chicago, Peoria and Rockford in first year

For more information, contact [ADME@illinois.gov](mailto:ADME@illinois.gov)



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# Diversity Advisory Council Meeting Update

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# Diversity Advisory Council Meeting

Meeting held on April 6, 2016

DAC members reviewed recommendations to be submitted to the Board for consideration

Other meeting topics included:

ADME Program

Unbundling overview

Technical assistance programs update

Proposed initiatives to assist veterans

Next meeting on June 1, 2016

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# New Veterans Initiatives

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# Proposed Veterans Initiatives

## Partner with federal, state and local agencies to host outreach events targeted to veteran-owned firms

- Provide assistance on how to register with the state, available technical assistance programs and upcoming bid opportunities
- Offer workforce development assistance for individual veterans

## Review veteran goals on construction and professional services contracts

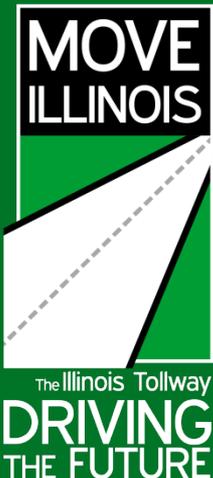
- Veteran commitments have exceeded Tollway goals by 32 percent

## Pursue Veteran Set-Aside Program for construction

- Contracts would be race and gender neutral

## Establish workforce credit for hiring veterans

- Firms hiring and retaining non-Workforce Innovation and Opportunity Act eligible veterans would earn credits for future bids similar to ECP credits



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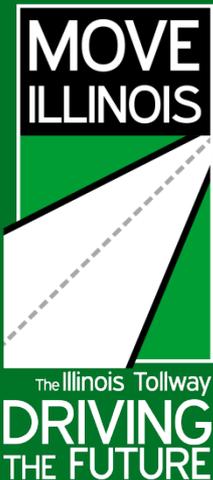
# Tollway Quarterly Diversity Statistics

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# Diversity Participation Update- DBE

**From January 1, 2011 – March 31, 2016, the Illinois Tollway paid \$3.5 billion on construction and professional services contracts**

- Of \$2.6 billion paid on construction contracts, \$481.6 million (18.5 percent) went to D/M/WBE businesses
- Of \$913.0 million paid on professional services, \$314.6 million (34.5 percent) went to D/M/WBE businesses
- Overall D/M/WBE businesses were paid \$796.3 million, or 22.7 percent



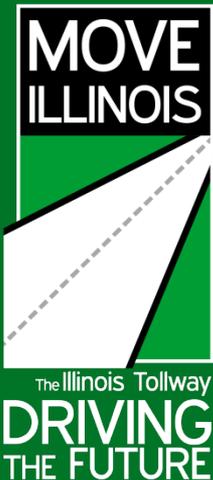
# Diversity Participation Update- DBE

D/M/WBE payments (in millions)

January 1, 2011, through March 31, 2016

	Construction Contract Payments (millions)	Professional Services Contract Payments (millions)	Total D/M/WBE Payments by Group (millions)	Distribution of Total D/M/WBE Contract Payments
African American- Owned	\$36.0	\$53.2	\$89.2	11.2%
Asian Indian-Owned	\$14.8	\$73.6	\$88.4	11.1%
Asian Pacific-Owned	\$3.7	\$48.6	\$52.4	6.6%
Hispanic-Owned	\$291.4	\$78.2	\$369.6	46.4%
Native American-Owned	\$2.1	\$0.0	\$2.1	0.27%
Women-Owned (Caucasian)	\$133.6	\$61.0	\$194.6	24.4%
<b>Total</b>	<b>\$481.6</b>	<b>\$314.6</b>	<b>\$796.3</b>	

*Totals may not add due to rounding*



# Equal Employment Opportunity Update Construction Contracts

EEO hours for construction contracts  
January 1, 2011, through March 31, 2016

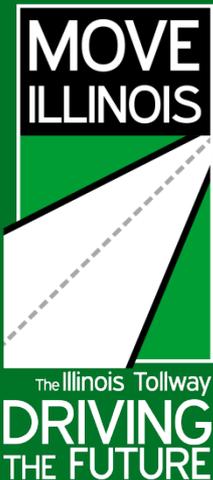
## Distribution of Hours Reported by Ethnicity

	Hours Reported	Percent
African American	372,786	4.7%
American Indian/ Alaska Native	60,581	0.8%
Asian/Pacific Islander	56,877	0.7%
Caucasian	4,548,070	59.2%
Hispanic/Latino	2,643,386	34.5%
<b>Total</b>	<b>7,681,699</b>	<b>100%</b>

## Distribution of Hours Reported by Gender

	Hours Reported	Percent
Female	434,406	5.7%
Male	7,247,293	94.3%
<b>Total</b>	<b>7,681,699</b>	<b>100%</b>

*Totals may not add due to rounding.*



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# Mentor/Protégé for Construction Update

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# Mentor/Protégé for Construction Update

## Tollway finalizing parameters for M/P program

- Matchmaking component so mentors and protégés get to know one another before entering into agreement
- Protégés would come from Tollway technical assistance programs
- Agreements would last three years
- Tollway developing incentives for primes to serve as mentors

## Initial framework was presented to industry-sponsored M/P Program committee for comments

Program framework to be completed by end of 2nd Quarter, then circulated for further review

Goal is to have fully developed program in place by end of 2016



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# Construction Contract Checklist

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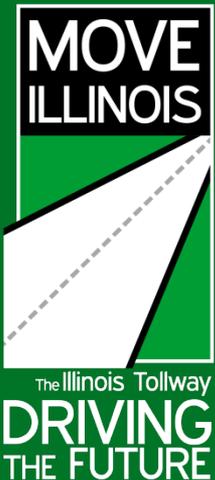
# Construction Contract Checklist

Primarily developed to guide new firms through the Tollway's bid process

Checklist will denote items that must be included with the bid

Goal is to ensure that bids from new firms aren't disqualified due to omissions or paperwork errors

Tollway successfully created a similar document for professional services to eliminate errors in Statements of Interest (SOI) submittals



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# Illinois Tollway Construction Resource Fair

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# Small Business Resource Exhibition

## Illinois Tollway Construction Resource Fair

- April 27 from 9 am to Noon
- Joseph Center  
7600 W. Roosevelt Road  
Forest Park, Illinois

**Open to (D/M/WBEs), small and veteran-owned businesses interested in learning about Job Order Contracting (JOC), unbundled and Small Business Set-Asides, and Diversity programs and resources**

**Includes workshops marketing and preparing for Tollway bid opportunities**



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# Internal Workforce Diversity

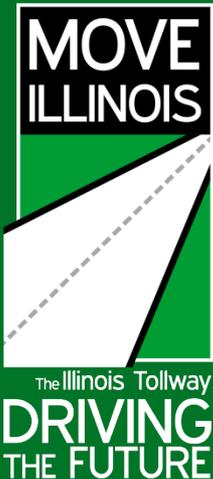
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# Internal Workforce Diversity Subcommittee

Tollway internal diversity is at record levels

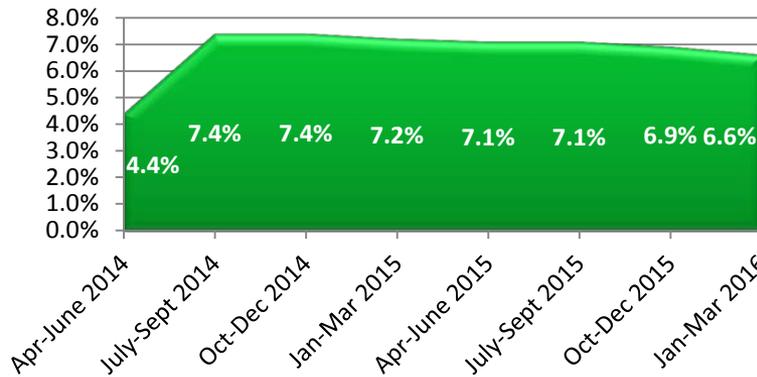
Proposed committee would develop strategies to further increase diversity of Tollway staff

Committee would include DAC volunteers and external human resource experts

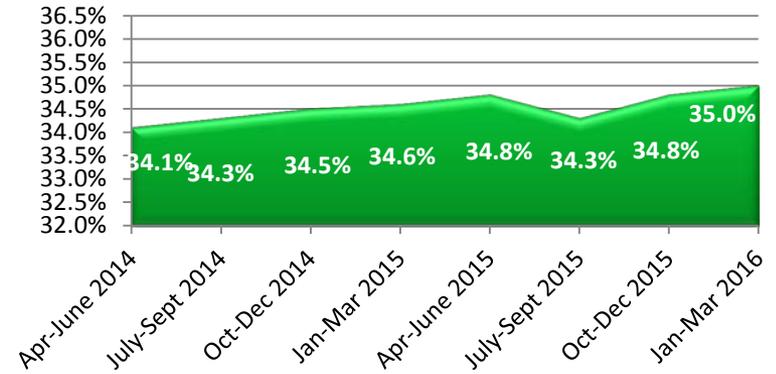


# Demographics Tollway Workforce

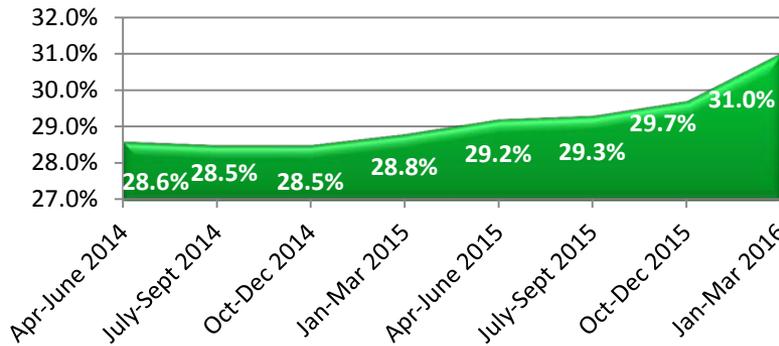
## Veterans



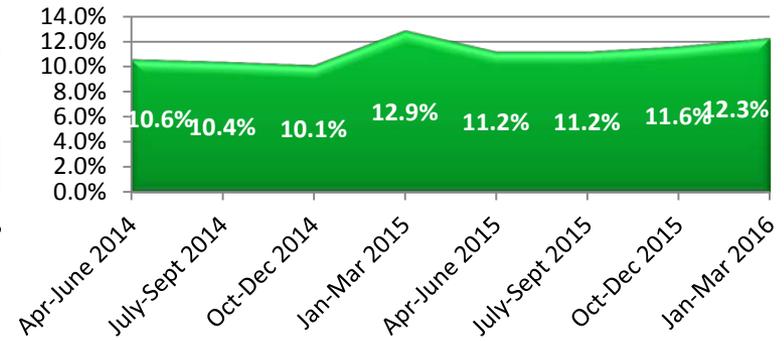
## Females



## Minority



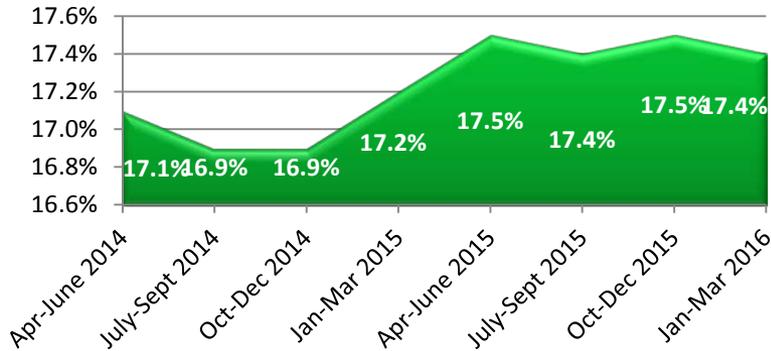
## People with Disabilities



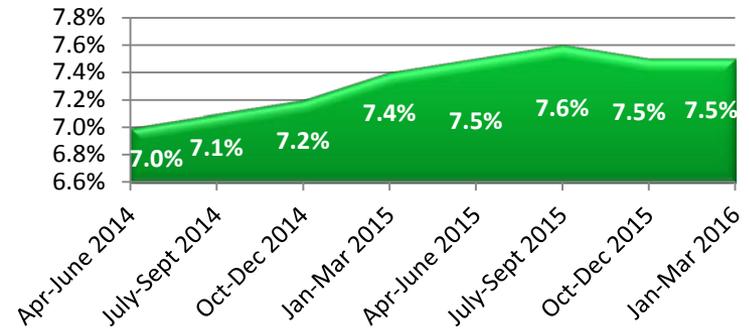
The Illinois Tollway  
**DRIVING THE FUTURE**

# Demographics Tollway Workforce

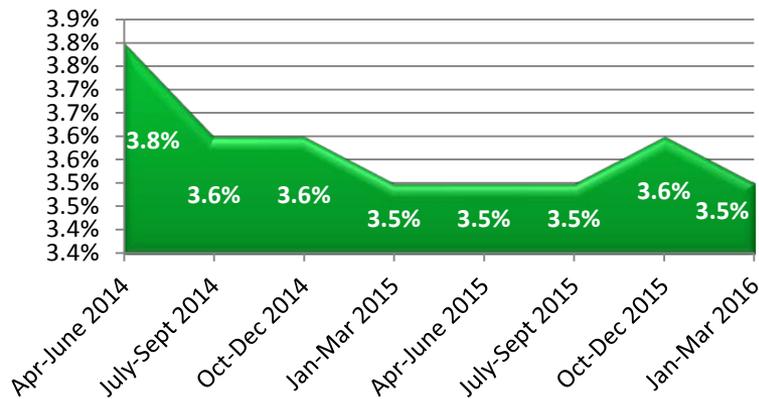
## African-American



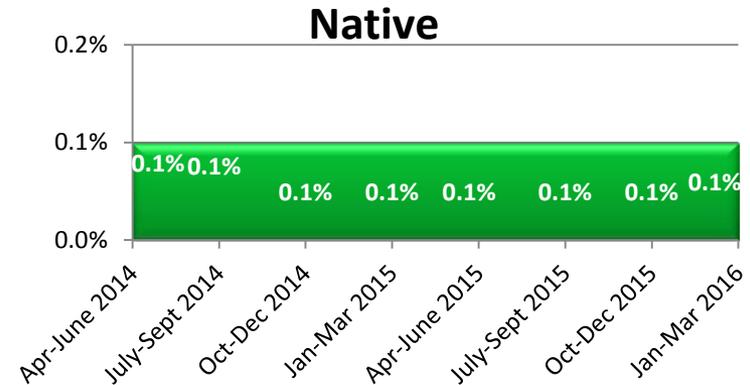
## Latino



## Asian



## American Indian/Alaska



The Illinois Tollway  
**DRIVING THE FUTURE**

# Minority Representation at IL State Agencies

## Employees at Coded Agencies as of 12/31/2015

African-American	
AGENCY	%
RACING BOARD	100
INVESTMENT BOARD	66.67
HUMAN RIGHTS COMMISSION	42.86
CHILDREN & FAMILY SVCS	38.99
HUMAN SERVICES	36.21
HUMAN RIGHTS DEPARTMENT	35.38
DEV DISABILITIES COUNCIL	33.33
GUARDIANSHIP & ADVOCACY	33.33
JUVENILE JUSTICE	31.98
WORKERS COMPENSATION COM	30.89
EMPLOYMENT SECURITY	28.52
LABOR REL BD EDUCATIONAL	22.22
STATE WIDE TOTALS :	21.11
CRIMINAL JUSTICE AUTH	20.37
ARTS COUNCIL	18.18
PRISONER REVIEW BOARD	18.18
HEALTHCARE & FAMILY SRV	17.79
LABOR	17.24
<b>TOLLWAY</b>	<b>17.27</b>
STATE POLICE MERIT BOARD	16.67
FIN & PROF REG	15.06
VETERANS AFFAIRS	14.55
REVENUE	14.36
CAPITAL DEVELOPMENT BD	14.29
PUBLIC HEALTH	14.25
COMM & ECON OPPORTUNITY	13.36
INSURANCE	12.4
GAMING BOARD	12.21
CORRECTIONS	12.16
LOTTERY	12.12
STATE POLICE*	11.75
POLLUTION CONTROL BOARD	10.53
AGING	10.49
MILITARY AFFAIRS	9.52
CENTRAL MANAGEMENT SVCS	8.63
TRANSPORTATION**	8.38
STATE FIRE MARSHAL	8.13
COMMERCE COMMISSION	7.69
EMERGENCY MGMT AGENCY	7.59
ENVIRONMENTAL PROTECTION	7.53
AGRICULTURE	5.97
LAW ENF TRNG&STANDARD BD	5.26
STATE RETIREMENT SYSTEMS	4.9
PROPERTY TAX APPEAL BD	3.03
HISTORIC PRESERVATION	2.88
NATURAL RESOURCES	2.12
CIVIL SERVICE COMMISSION	0
DEAF&HARD OF HEARING COM	0
IL TORTURE INQRY RLF COM	0
INDEPENDENT TAX TRIBUNAL	0
LABOR RELATIONS BD ILL	0

35%  
37%  
39%

Hispanic	
AGENCY	%
HUMAN RIGHTS COMMISSION	35.71
ARTS COUNCIL	27.27
HUMAN RIGHTS DEPARTMENT	22.31
LABOR	18.39
EMPLOYMENT SECURITY	15.67
AGING	9.09
PRISONER REVIEW BOARD	9.09
PROPERTY TAX APPEAL BD	9.09
HUMAN SERVICES	8.97
WORKERS COMPENSATION COM	8.94
FIN & PROF REG	8.71
CHILDREN & FAMILY SVCS	8.21
<b>TOLLWAY</b>	<b>7.61</b>
GAMING BOARD	7.56
CRIMINAL JUSTICE AUTH	7.41
LABOR RELATIONS BD ILL	7.14
HEALTHCARE & FAMILY SRV	7.02
LOTTERY	6.82
COMMERCE COMMISSION	6.15
STATE WIDE TOTALS :	5.86
JUVENILE JUSTICE	5.49
LAW ENF TRNG&STANDARD BD	5.26
GUARDIANSHIP & ADVOCACY	5.05
TRANSPORTATION**	4.69
PUBLIC HEALTH	4.31
INSURANCE	4
MILITARY AFFAIRS	3.97
COMM & ECON OPPORTUNITY	3.91
AGRICULTURE	3.58
STATE POLICE*	3.44
STATE FIRE MARSHAL	3.25
CORRECTIONS	3.12
CENTRAL MANAGEMENT SVCS	2.83
VETERANS AFFAIRS	2.82
REVENUE	2.58
ENVIRONMENTAL PROTECTION	2.47
NATURAL RESOURCES	1.22
STATE RETIREMENT SYSTEMS	0.98
HISTORIC PRESERVATION	0.72
CAPITAL DEVELOPMENT BD	0
CIVIL SERVICE COMMISSION	0
DEAF&HARD OF HEARING COM	0
DEV DISABILITIES COUNCIL	0
EMERGENCY MGMT AGENCY	0
IL TORTURE INQRY RLF COM	0
INDEPENDENT TAX TRIBUNAL	0
INVESTMENT BOARD	0
LABOR REL BD EDUCATIONAL	0
POLLUTION CONTROL BOARD	0
RACING BOARD	0
STATE POLICE MERIT BOARD	0

23%  
25%  
27%

Asian-American	
AGENCY	%
INDEPENDENT TAX TRIBUNAL	100
CRIMINAL JUSTICE AUTH	9.26
ARTS COUNCIL	9.09
PUBLIC HEALTH	7.3
LABOR RELATIONS BD ILL	7.14
ENVIRONMENTAL PROTECTION	6.3
LAW ENF TRNG&STANDARD BD	5.26
INSURANCE	4.8
HUMAN SERVICES	4.7
REVENUE	3.97
EMPLOYMENT SECURITY	3.73
<b>TOLLWAY</b>	<b>3.6</b>
AGING	3.5
WORKERS COMPENSATION COM	3.25
FIN & PROF REG	3.06
LOTTERY	3.03
HEALTHCARE & FAMILY SRV	2.69
STATE WIDE TOTALS :	2.57
HUMAN RIGHTS DEPARTMENT	2.31
COMM & ECON OPPORTUNITY	2.28
CENTRAL MANAGEMENT SVCS	2.19
CAPITAL DEVELOPMENT BD	2.04
CHILDREN & FAMILY SVCS	2
STATE RETIREMENT SYSTEMS	1.96
STATE POLICE	1.81
VETERANS AFFAIRS	1.59
GAMING BOARD	1.16
LABOR	1.15
JUVENILE JUSTICE	1.04
GUARDIANSHIP & ADVOCACY	1.01
AGRICULTURE	0.9
NATURAL RESOURCES	0.81
CORRECTIONS	0.59
TRANSPORTATION	0.27
CIVIL SERVICE COMMISSION	0
COMMERCE COMMISSION	0
DEAF&HARD OF HEARING COM	0
DEV DISABILITIES COUNCIL	0
EMERGENCY MGMT AGENCY	0
HISTORIC PRESERVATION	0
HUMAN RIGHTS COMMISSION	0
IL TORTURE INQRY RLF COM	0
INVESTMENT BOARD	0
LABOR REL BD EDUCATIONAL	0
MILITARY AFFAIRS	0
POLLUTION CONTROL BOARD	0
PRISONER REVIEW BOARD	0
PROPERTY TAX APPEAL BD	0
RACING BOARD	0
STATE FIRE MARSHAL	0
STATE POLICE MERIT BOARD	0

22%  
24%  
26%

