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# Illinois Tollway Business Diversity Program

Gustavo Giraldo, *Chief of the Department of Diversity and  
Strategic Development*

July 20, 2016

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# Agenda

**Actions since May 2016 Board Meeting**

**Overview of Diversity Report  
Recommendations**

**Next Steps**

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# Diversity Report Recommendations Update

- Sent draft report to Tollway Board of Directors (May 27)
- Posted draft report on Tollway website (June 3)
- Shared draft report with stakeholders (June 3)
- No comments submitted to date
- Posted Diversity Advisory Council and subcommittee meeting dates online
  - Next Programs Subcommittee meeting – July 28
  - Next general DAC meeting – August 2
  - Next Policy Subcommittee meeting – August 8
  - Next Workforce Development Subcommittee meeting – August 23



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# Diversity Report Recommendations

## Overview

- Recommendations completed
- Recommendations in progress
- Recommendations proposed



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# Recommendations Completed

## Disparity Study

- Maintain DBE Program
- Use Disparity Study data to set DBE goals
- Re-evaluate diversity program
- Host contractor compliance seminars
- Revise retainage policy
- Continue issuing unbundling and Set-Aside contracts\*

## Diversity Advisory Council

- Continue Diversity and Inclusion Committee and Diversity Advisory Council meetings
- Marketing in technical assistance programs

\* Also recommended by Diversity Advisory Council

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# Recommendations In Progress

## Disparity Study

- **Launch new Mentor/Protégé Program for Construction\***
- **Create new DBE incentive program for prime contractors**
- Develop new DBE program manual
- Identify barriers on Tollway construction contracts
- Issue RFP for diversity management software

\* Also recommended by Diversity Advisory Council

## Diversity Advisory Council

- **Issue RFP for workforce development technical assistance program**
- Create construction contract bidding checklist
- Post contractor EEO compliance reports online

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# Recommendations In Progress

## Disparity Study and Diversity Advisory Council Recommendation

**Create a Mentor/Protégé Program for construction**

The Tollway will launch a Mentor/Protégé Program for construction by the end of 2016.

**Time frame: Less than 6 months**



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# Recommendations In Progress

## Disparity Study Recommendation

**Consider measures to encourage prime contractors to utilize new DBEs**

Tollway staff will evaluate and determine whether to create a new incentive program to encourage greater use of DBE firms by prime contractors.

**Time frame: 12 to 24 months**



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# Recommendations In Progress

## Diversity Advisory Council Recommendation

**Establish a workforce development technical assistance program**

The Tollway will establish a workforce technical assistance program via Request for Proposals (RFP) and evaluate the feasibility of sponsoring any associated costs for trainees.

**Time frame: 12 to 24 months**



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# Recommendations Proposed

## Disparity Study

- Require primes to maintain subcontractor quotes
- Expand unbundling and set-aside contract opportunities\*
- Develop DBE program performance metrics

## Diversity Advisory Council

- Establish new DAC subcommittee for trade unions
- Require contractor EEO workforce projections
- Evaluate goods and services and JOC program contract lengths
- Issue RFP for goods and services technical assistance program
- Conduct workforce disparity study

\* Also recommended by Diversity Advisory Council



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## Next Steps

- Diversity & Inclusion Committee approval of recommendations at July meeting
- Approved recommendations presented for Board action at July meeting
- Next Diversity Advisory Council meeting August 2
- Provide regular progress reports to Diversity & Inclusion Committee and to Board of Directors every six months



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**THANK YOU**