



Illinois Tollway Business Diversity Program

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

July 28, 2016

Agenda

Actions since May 2016 Board Meeting

**Overview of Diversity Report
Recommendations**

Next Steps

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)
- Update presentation to Diversity and Inclusion Committee (July 20)
- Posted Diversity Advisory Council and subcommittee meeting dates online
 - Next general Diversity Advisory Council meeting – August 2
 - Next Policy Subcommittee meeting – August 8
 - Next Workforce Development Subcommittee meeting – August 23
 - Next Program Subcommittee meeting – TBD



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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

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

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 and prime contractors
- 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



Next Steps

- Approve Tollway staff proposed actions at July Board meeting
- Provide regular progress reports to Diversity and Inclusion Committee and to Board of Directors every six months
- Tollway Board of Directors/Diversity Advisory Council meet and greet August 2



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THANK YOU