



Illinois Tollway Business Diversity Program

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Agenda

Diversity Initiatives Update

- Partnering for Growth Program
- Workforce Development Technical Assistance Center RFP
- Technical Assistance for Small Construction Firms RFP
- Veterans Outreach Event
- Diversity management software
- Diversity Advisory Council
- Diversity statistics

Partnering for Growth Program

Overview

- Diversity staff continues to work with the Diversity Advisory Council Programs committee, internal Tollway staff and outside agencies to refine program framework
- Meeting with Illinois Road and Transportation Builders Association EEO Committee to provide update and solicit feedback
- The Partnering for Growth Program will launch before end of 2016



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Workforce Development Technical Assistance Center

Overview

- Technical assistance center would help underemployed individuals who have:
 - No training but are interested in careers in heavy highway construction
 - Some training but have not successfully completed an apprenticeship program
 - An interest in moving into a new apprenticeship program
- Vendors will be encouraged to develop external partnerships
- RFP expected to be advertised before end of 2016
- Tollway should also consider additional measures to create opportunities



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Technical Assistance for Small Construction Firms

Overview

- RFP released in late August
- Successful vendor(s) will provide training to developing small businesses or established small businesses looking to participate as primes on Tollway work
- Pre-submittal conference held on September 1 at Tollway Headquarters
- RFP responses are due September 29
- New technical assistance vendor(s) are expected to begin servicing clients in first quarter 2017

Veterans Outreach Event

Overview

- October 14, 2016, at Moraine Valley College
- Assistance for veteran-owned businesses includes:
 - Becoming a registered business with the state of Illinois
 - Becoming a certified veteran-owned business
 - Technical assistance programs for construction and professional services firms
 - Upcoming Illinois Tollway bid opportunities
- Event partners include:
 - Illinois Department of Central Management Systems
 - Illinois Department of Veterans' Affairs
 - Cook County Department of Veterans Affairs
 - City of Chicago Veterans Resource Office
 - U.S. Department of Veterans Affairs

Diversity Management Software

Update

- Tollway's Disparity Study recommended implementing electronic data collection and monitoring system
- Tollway will issue RFP to purchase customized software
- Software will enhance efforts to capture and analyze data
- Software will improve Tollway's ability to:
 - Conduct outreach
 - Track goal attainment
 - Monitor compliance
- RFP to be issued within next 30 days



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Diversity Advisory Council

Update

- Next meeting will take place in October
- Critical topics include:
 - Update on implementation of Diversity Report recommendations
 - Discussion/approval of Diversity Advisory Council attendance policy
 - Naming Diversity Advisory Council subcommittee chairs



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Diversity Statistics - Construction and Professional Services

CONSTRUCTION CONTRACTS (in millions)

	2011		2012		2013		2014		2015		2016	
African-American-Owned	\$1.2	6.3%	\$2.3	5.8%	\$0.9	1.3%	\$8.0	5.8%	\$18.0	9.3%	\$11.4	19.5%
Asian Indian-Owned	\$0.3	1.5%	\$1.0	2.5%	\$2.1	3.0%	\$1.5	1.1%	\$8.6	4.4%	\$1.5	2.6%
Asian Pacific-Owned	\$0.7	3.6%	\$0.0	0.0%	\$0.0	0.1%	\$2.3	1.7%	\$0.7	0.4%	\$0.1	0.2%
Hispanic-Owned	\$7.4	39.1%	\$19.0	48.4%	\$47.9	68.3%	\$87.7	64.2%	\$118.8	61.5%	\$29.2	49.9%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$1.6	0.8%	\$0.9	1.6%
Women-Owned (Caucasian)	\$9.3	49.6%	\$17.0	43.3%	\$19.1	27.3%	\$37.1	27.2%	\$45.6	23.6%	\$15.3	26.2%
Total	\$18.8		\$39.2		\$70.1		\$136.7		\$193.3		\$58.6	

Percent shown is of total D/M/WBE payments.

PROFESSIONAL SERVICES CONTRACTS (in millions)

	2011		2012		2013		2014		2015		2016	
African-American-Owned	\$2.6	17.1%	\$6.2	16.7%	\$10.1	13.9%	\$14.6	16.9%	\$17.2	18.9%	\$7.4	20.4%
Asian Indian-Owned	\$2.3	15.2%	\$5.4	14.4%	\$14.1	19.5%	\$22.5	26.0%	\$26.4	29.0%	\$9.8	27.0%
Asian Pacific-Owned	\$3.1	20.8%	\$7.0	18.8%	\$12.5	17.3%	\$13.8	15.9%	\$10.9	11.9%	\$4.1	11.4%
Hispanic-Owned	\$2.2	15.0%	\$11.1	29.7%	\$22.1	30.6%	\$19.9	23.0%	\$20.1	22.1%	\$8.1	22.5%
Native American-Owned	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%	\$0.0	0.0%
Women-Owned (Caucasian)	\$4.8	31.9%	\$7.6	20.4%	\$13.5	18.7%	\$15.8	18.2%	\$16.6	18.2%	\$6.7	18.6%
Total	\$14.9		\$37.2		\$72.3		\$86.6		\$91.2		\$36.1	

Percent shown is of total D/M/WBE payments.

Diversity Statistics – Veteran-Owned Businesses

	2015		2016	
Construction Contracts	\$19.2	1.76%	\$5.8	1.78%
Professional Services Contracts	\$2.1	0.87%	\$1.2	1.18%
Total Contracts	\$21.3	1.60%	\$7.0	1.64%

Percent shown is of total payments.

Tollway established Veteran Goals Program in 2015. Data reported is through June 30, 2016.
Data presented is preliminary and subject to change.
Totals may not add due to rounding.



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Diversity Statistics – Construction EEO Data

WORKFORCE HOURS - January 1, 2011 through June 30, 2016

	Hours Reported	Percent		Hours Reported	Percent
African-American	403,793	4.8%	Female	471,700	5.6%
Asian/Pacific Islander	63,298	0.8%	Male	7,929,311	94.4%
Hispanic-American	2,884,053	34.3%	Total	8,401,011	
American Indian/Alaska Native	65,716	0.8%			
Caucasian	4,984,150	59.3%			
Total	8,401,011				

MINORITY WORKFORCE HOURS BY YEAR

	2011	2012	2013	2014	2015	2016
African-American	11,348	31,199	49,256	113,580	162,093	36,318
Asian/Pacific Islander	1,580	4,484	7,304	21,627	20,667	7,637
Hispanic-American	78,268	253,850	383,380	776,311	1,129,218	263,026
American Indian/Alaska Native	716	3,923	11,153	20,669	23,112	6,144
Total	91,912	293,457	451,093	932,186	1,335,090	313,125

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



Upcoming Meetings

Diversity Advisory Council Programs Subcommittee

- September 20 – 1:30 p.m. at location TBD

Veterans Outreach Event

- October 14 – 9 a.m. at Moraine Valley College

Diversity Advisory Council

- October 2016 – date TBD



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THANK YOU