



Record of Meeting | May 21, 2020

The Illinois State Toll Highway on Thursday, May 21, 2020. The meeting was held pursuant to the By-Laws of the Tollway upon call and notice of the meeting executed by Chairman Willard S. Evans, Jr. and posted in accordance with the requirements of the Open Meetings Act, 5 ILCS 120/1, *et seq.*

In response to COVID-19, Governor Pritzker issued Executive Order 2020-07, which suspends provisions requiring in-person attendance of the public body and amends conditions when remote participation is permitted. In accordance with the Executive Order, the meeting was conducted telephonically. A telephone access number was provided for members of the public to monitor and/or participate in the meeting.

[Bolded entries indicate issues which may require follow-up to present or report to Directors.]

Call to Order / Roll Call

Committee Chair Davis called the Meeting to order at approximately 10:00 a.m., stating that this is the regularly scheduled meeting of the Diversity & Inclusion Committee of the Tollway Board of Directors. He then asked the Board Secretary to call the roll, those Directors present and absent being as follows:

Committee Members Present:
Committee Chair Steve Davis
Director Jim Connolly
Director Karen McConnaughay
Director Jim Sweeney

Committee Members Not Present:
none

Other Directors Present:
Director Alice Gallagher
Director Scott Paddock
Director Gary Perinar
Chairman Will Evans

The Board Secretary declared a quorum present.



Public Comment

Committee Chair Davis opened the floor for public comment. No comment was offered.

Committee Chair's Items

Committee Chair Davis entertained a motion to approve **Committee Chair's Item 1**, the Minutes of the regular Diversity & Inclusion Committee meeting held on December 5, 2019, as presented. Director Connolly made a motion to approve the minutes, seconded by Director Sweeney. The motion was PASSED unanimously.

Having no further items, Committee Chair Davis called on Executive Director José Alvarez.

Executive Director's Items

Executive Director Alvarez introduced Terry Miller, Chief of Diversity & Strategic Development, to present to the Committee an update on Tollway Diversity Initiatives. [See attached presentation.](#)

Director Connolly inquired about the incentives provided to contractors for hiring from the ConstructionWorks pipeline of diverse men and women candidates. Mr. Miller confirmed that participating contractors are eligible to receive a \$15 cash reimbursement for every hour worked by a ConstructionWorks apprentice hire on Tollway projects - up to \$100,000 per contract. He further stated that the Tollway additionally offers a retention bonus to participating contractors for employees that complete 160 hours of work.

Committee Chair Davis thanked Mr. Miller for his presentation. He commended the Committee and staff for their work over the past year to develop program metrics and for producing positive measurable results. In particular, he highlighted the benefits of the Tollway's Technical Assistance Program, without which, he contended, many disadvantaged firms would not have been able to participate in Tollway work. Committee Chair Davis also recognized the passing of Chicago youth mentor and diversity advocate, Harold Davis.

Item for Consideration

Diversity & Strategic Development

Executive Director Alvarez introduced Terry Miller, Chief of Diversity & Strategic Development, to present the following Diversity item:



Item 1: Renewal of Contract 16-0031 with Chicago Minority Supplier Development Council, Inc., Griggs Mitchell & Alma of IL, LLC (d.b.a. GMA Construction Group,; The Mexican American Chamber of Commerce of Illinois, Inc. (d.b.a. The Illinois Hispanic Chamber of Commerce, Inc.), Illinois State Black Chamber of Commerce, Inc., Inner-City Underwriting Agency, Inc; and Prairie State College for the purchase of Technical Assistance for Developing Businesses in an aggregate amount not to exceed \$1,193,211.28 (Tollway Request for Proposal). This contract provides a continued source for Level 1 or Level 2 technical assistance in specified zones in the northeastern part of Illinois to established small transportation-related construction firms.

Upon conclusion of the item presentation, Committee Chair Davis called for a motion to approve placement of **Diversity Item 1** on the May Board of Directors meeting agenda with the Committee's recommendation for approval by the Board. Director Connolly made a motion to approve this item, seconded by Director McConnaughay. The motion PASSED unanimously.

Adjournment

There being no further business before the Committee, Committee Chair Davis requested a motion to adjourn. A motion to adjourn was made by Director Connolly, seconded by Director Sweeney. The motion was PASSED unanimously.

The Meeting was adjourned at approximately 10:20 a.m.

Minutes taken by: _____

Christi Regnery
Board Secretary
Illinois State Toll Highway Authority



Illinois Tollway **DIVERSITY**

Driving Economic Opportunities

Terry Miller

Chief of Diversity and Strategic Development

May 21, 2020

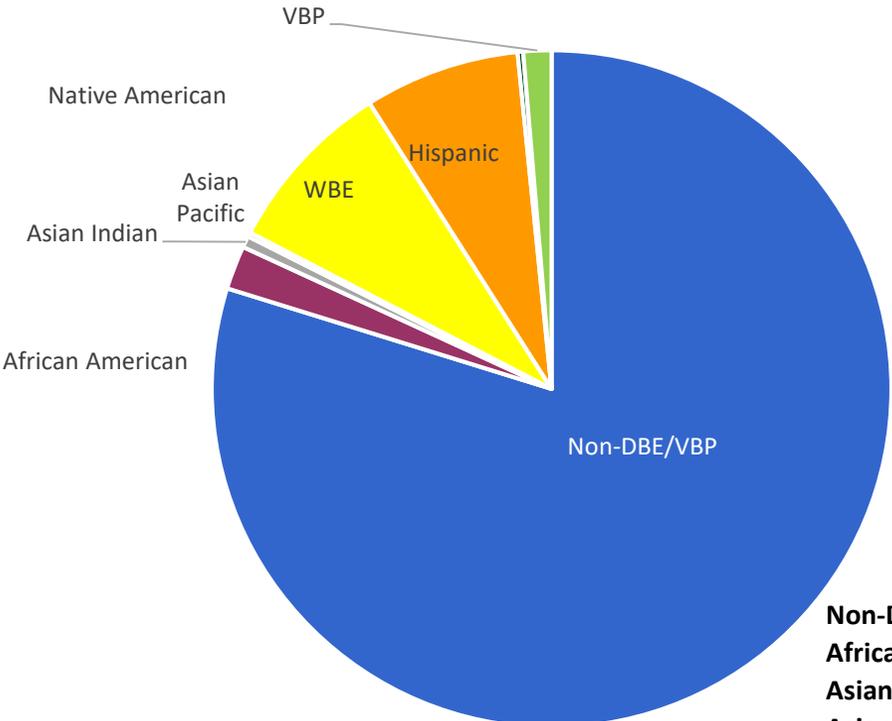
AGENDA

- I. Delivering results
- II. Covid-19 response
- III. Partnering for Growth
- IV. Workforce
Development
- V. Technical Assistance
Program
- VI. Looking ahead
- VII. Q&A

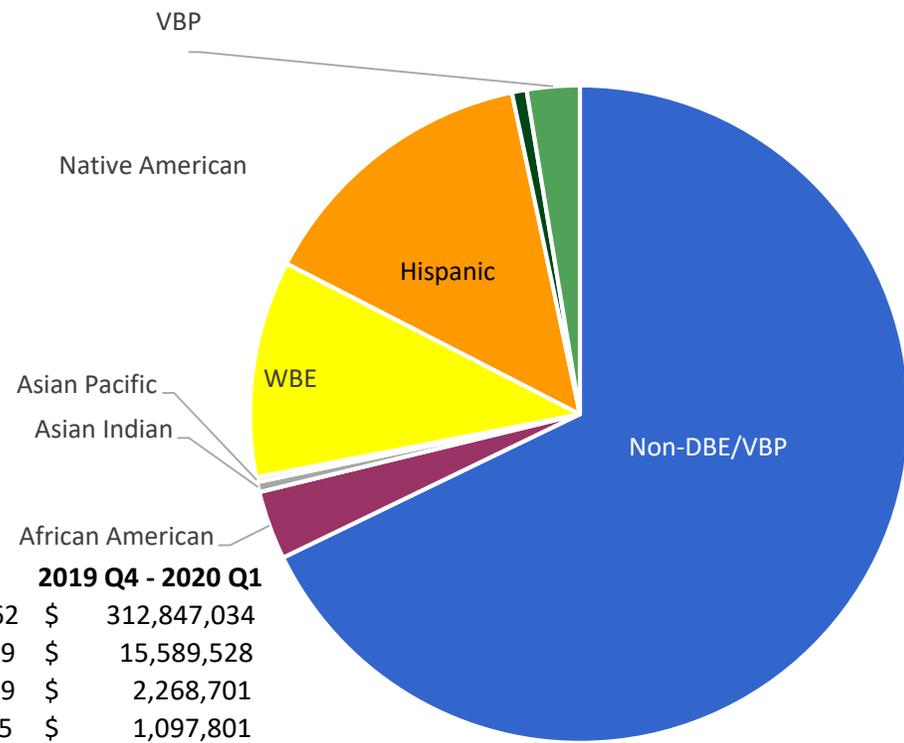


Construction Contract Awards

2019 Q1 – Q3 (\$468M)



2019 Q4 – 2020 Q1 (\$461M)

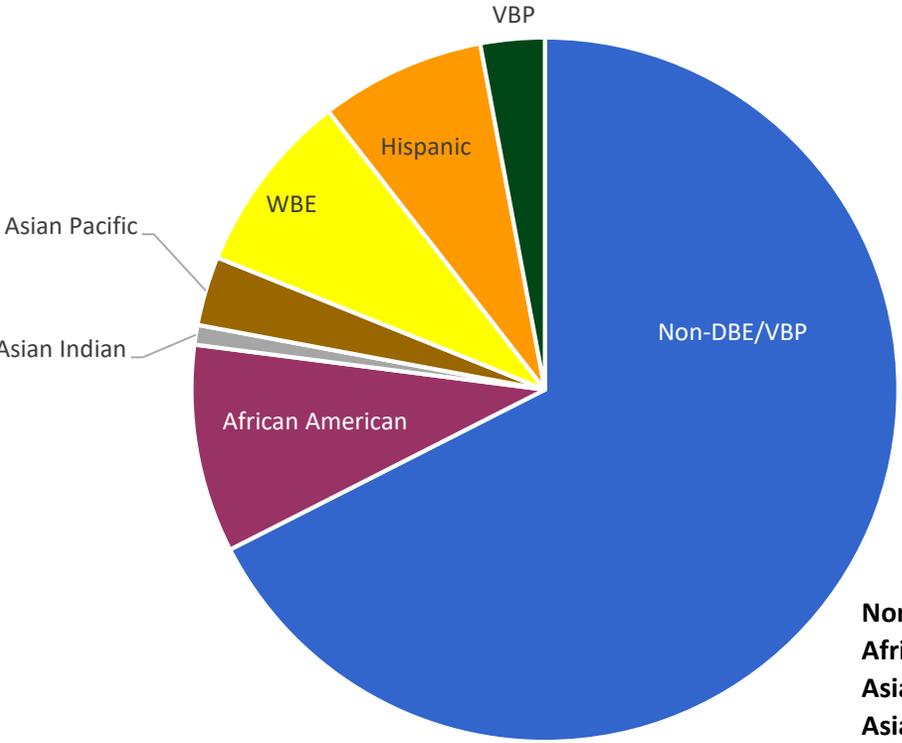


	2019 Q1 - Q3	2019 Q4 - 2020 Q1
Non-DBE/VBP	\$ 373,456,762	\$ 312,847,034
African American	\$ 9,754,289	\$ 15,589,528
Asian Indian	\$ 2,568,409	\$ 2,268,701
Asian Pacific	\$ 960,405	\$ 1,097,801
WBE	\$ 39,132,783	\$ 49,169,079
Hispanic	\$ 34,644,601	\$ 65,129,497
Native American	\$ 1,227,718	\$ 3,329,015
VBP	\$ 6,246,188	\$ 11,921,580

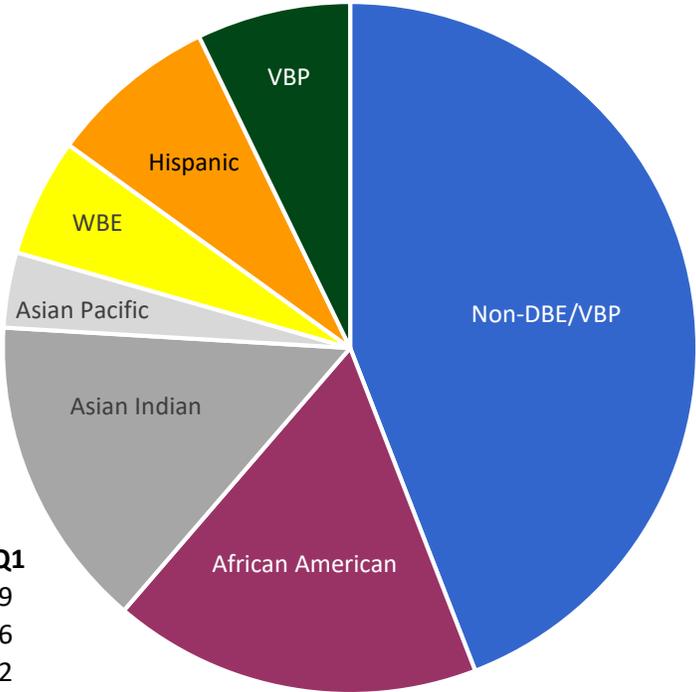


Professional Services Contract Awards

2019 Q1 – Q3 (\$143M)



2019 Q4 – 2020 Q1 (\$138M)



	2019 Q1-Q3	2019 Q4/2020 Q1
Non-DBE/VBP	\$ 96,583,467	\$ 60,866,169
African American	\$ 13,662,692	\$ 23,660,796
Asian Indian	\$ 1,293,555	\$ 20,201,152
Asian Pacific	\$ 4,547,500	\$ 4,851,496
WBE	\$ 11,996,481	\$ 7,607,921
Hispanic	\$ 10,812,787	\$ 10,833,373
VBP	\$ 4,199,017	\$ 9,884,386



COVID-19 RESPONSE AND ACTIVITIES

Diversity staff has continued to engage with DBE and small business communities to provide timely information.

- Hosting Technical Assistance Program RFP virtual pre-bid conferences
- Assisting Technical Assistance Program clients conduct virtual workshops
- Developing online resources email to more than 2,000 DBEs across the region



ILLINOIS TOLLWAY SUPPORTING SMALL BUSINESSES IMPACTED BY CORONAVIRUS

The Illinois Tollway continues to provide critical assistance to small, diverse and veteran-owned businesses during this unprecedented time.

Through the Illinois Tollway Technical Assistance Program, companies receive comprehensive, customized business development assistance for increased business stability and growth in the transportation-related construction industry. Services include education, guidance and feedback on general business and construction-specific operations, including strategic planning and assistance with Illinois Department of Transportation (IDOT) or Capital Development Board (CDB) pre-qualification applications.

While closely following state guidelines for social distancing, our providers use the latest secure technology applications (as well as traditional methods) to communicate with new and existing clients. And with a host of assistance programs available for eligible businesses impacted by the COVID-19 pandemic, our program providers are helping clients complete applications and receive assistance as fast as possible.

Connecting with the right Technical Assistance Program provider has never been of more value. For more information, please click [here](#).

PARTNERING FOR GROWTH - CONSTRUCTION

Established contractors assist small, diverse and veteran-owned businesses

- Flexible terms (up to 36 months), bid credit incentives for mentors

Current mentors include:

- Dunnet Bay
- Meade Inc.
- Walsh
- Curran

Current protégés include:

- DCH Construction & Hauling
- Demarc Electric and Communications
- Hooks and Allstate Concrete Cutting
- SE4

Diversity continues developing/approving new partnerships



PARTNERING for GROWTH

POWERED BY THE ILLINOIS TOLLWAY

Taking your Business to the Next Level

WORKFORCE DEVELOPMENT

Providing opportunities for historically underrepresented segments of the heavy highway construction workforce

- Earned Credit Program – provides contractor incentives for hiring low-income eligible individuals
- ConstructionWorks – prepares graduates for apprenticeship/training programs
- 76 ECP/CW hires in 2019

Milestones reached

- Highest ever annual wages earned in 2019 (More than \$4 million)
- Largest number of contractors enrolled in ECP (41)
- More than \$25 million in wages paid to ECP/CW participants since 2007



EARNED CREDIT PROGRAM

POWERED BY THE ILLINOIS TOLLWAY

Putting your Best Bid Forward

TECHNICAL ASSISTANCE PROGRAM – ECONOMIC IMPACT

Since 2017, clients have:

- Created nearly 1,900 jobs
- Secured nearly 100 loans/lines of credit worth more than \$19.6 million
- Generated more than \$105.3 million in revenue
- Obtained more than \$75.4 million in additional bonding capacity
- Received 146 new certifications (D/M/WBE, IDOT/CDB prequal, etc).
- Submitted 135 bids on Tollway work and more than 1,900 bids on non-Tollway work
- Managing current/developing new Partnering for Growth construction agreements



TECHNICAL ASSISTANCE

POWERED BY THE ILLINOIS TOLLWAY

Equipping Businesses for Success

TECHNICAL ASSISTANCE PROGRAM – COVID-19 RESPONSE

Technical Assistance Program providers continue to assist clients with core services

- Project bidding and estimating
- Obtaining D/M/WBE and/or small business certification
- Managing current/developing new Partnering for Growth construction agreements

Providers assisting clients secure nearly \$3.4 million to mitigate COVID-19 impacts

- \$1.7 million in Small Business Association loans
- \$937,000 in bank loans
- \$750,000 in grants

Technical Assistance Program RFP due date extended to June 11, 2020



Diversity will extend existing services

- Ensures continuity
- Continue client assistance for businesses impacted by COVID-19

TECHNICAL ASSISTANCE

POWERED BY THE ILLINOIS TOLLWAY

Equipping Businesses for Success

TECHNICAL ASSISTANCE – SUCCESS STORIES

Antigua Inc. (Female Hispanic-owned D/M/WBE)

- Full-service general construction company
- Received assistance with bidding, insurance, business operations, grant proposals, accounting, estimating, OSHA-10, P4G, employee operations, marketing, project management and safety
- Submitted bids on Tollway projects as prime and sub
- Awarded a \$1.3 million Tollway fencing project
- Applied and received multiple grants/loans including DCEO Minority Owned Business Capital and Infrastructure Program grant and SBA emergency funding loan
- Construction Business Development Center client



TECHNICAL ASSISTANCE – SUCCESS STORIES

SRM LLC (African American-owned D/MBE)

- Steel and rebar manufacturer/installer
- Received assistance with certification, IDOT and CDB pre-qualification, bid preparation, networking, accounting and financial management
- Significantly impacted access to opportunities (\$6.5 million in awarded work to date 2020) Increased bonding capacity by \$800,000, assistance obtaining \$1,025,000 in additional capital
- Applied and received several loans (SBA, bank)
- Illinois Black Chamber of Commerce client

SRM

STEEL REBAR MANUFACTURING LLC

SRM

CONCRETE READY MIX SUPPLY

SRM

CONSTRUCTION MATERIAL AND SUPPLY

"Where Steel Meets Concrete"



Illinois Black
Chamber of Commerce



Illinois Tollway
DIVERSITY

Driving Economic Opportunities

TECHNICAL ASSISTANCE – SUCCESS STORIES

Complete Mechanical Piping (African American-owned D/MBE)

- Received QuickBooks and back-office support, networking and business referrals, line of credit and bid assistance
- Increased revenues by \$8 million
- Awarded SBA emergency loan
- Hired back office support, apprentices and provided second-tier subcontracting work to other small businesses
- Client of Griggs Mitchell & Alma

COMPLETE [REDACTED]
MECHANICAL [REDACTED]
PIPING [REDACTED] City of Chicago
Certified MBE



TECHNICAL ASSISTANCE – SUCCESS STORIES

R.E.A. Masonry LLC (African American-owned M/DBE)

- Masonry/Construction company
- Received financing, bonding, certification and marketing assistance
- Secured \$150,000 union bonding line of credit
- Successfully applied for working capital loan from LISC
- Working with established primes (Walsh, FH Paschen)
- Client of Community Insurance Center/Inner City Underwriting



R.E.A. Masonry, LLC
" MASONRY BUILT TO LAST "



LOOKING AHEAD – IMPROVEMENTS UNDER CONSIDERATION

Construction

- Expansion of Small Business Initiative Program
- Umbrella insurance (Rolling Owner Controlled Insurance Program)
- Relaunching JOC Program

Partnering for Growth – Construction Program

- Award Bid Credits to Partnering for Growth partner firms

Workforce Development

- Increase hiring/retention bonus for ConstructionWorks graduates
- Allow non-skilled (laborers) to earn \$15/hr wage reimbursement





Q&A



Illinois Tollway
DIVERSITY

Driving Economic Opportunities

THANK YOU

