



Record of Meeting | February 22, 2024

The Illinois State Toll Highway Authority ("Tollway") held the Diversity & Inclusion Committee meeting on Thursday, February 22, 2024, in the Boardroom of Tollway headquarters in Downers Grove, Illinois. The meeting was held pursuant to the By-Laws of the Tollway upon call and notice of the meeting executed by Chairman Arnaldo Rivera and posted in accordance with the requirements of the Open Meetings Act, 5 ILCS 120/1, *et seq.*

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

Call to Order / Roll Call

Committee Chair Gomez called the meeting to order at approximately 8:32 a.m. She then asked the Board Secretary to call the roll, those Directors present and absent being as follows:

Committee Members Present:
Chairman Arnaldo Rivera
Director James Sweeney
Director Mark Wright
Committee Chair Jacqueline Gomez

Committee Members Not Present:
Director Karen McConnaughay

Other Directors Present:
Director James Connolly
Director Melissa Neddermeyer
Director Gary Perinar, Jr.

The Board Secretary declared a quorum present.

Public Comment

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

Committee Chair's Items

Committee Chair Gomez entertained a motion to approve **Committee Chair's Item 1**, the minutes of the regular Diversity & Inclusion Committee meeting held on December 14, 2023, as presented.



Director Wright made a motion to approve the minutes, seconded by Director Sweeney. The motion PASSED unanimously by voice vote.

Having no further items, Committee Chair Gomez called on Executive Director Cassandra Rouse.

Executive Director's Items

Executive Director Rouse introduced Terry Miller, Chief of Diversity & Strategic Development, to present an overview of the Tollway's diversity activities and accomplishments for 2023. [See attached presentation.](#)

Executive Director Rouse expressed gratitude to Terry Miller and the Diversity team for their dedicated efforts. Additionally, she highlighted that Illinois is presently contemplating legislation aimed at increasing small business size standards to align with federal guidelines.

Upon conclusion of the presentation and discussion, Committee Chair Gomez thanked Mr. Miller.

Adjournment

There being no further business before the Committee, Committee Chair Gomez entertained a motion to adjourn. Director Wright made a motion to adjourn, seconded by Director Sweeney. The motion PASSED unanimously by voice vote.

The Meeting was adjourned at approximately 8:55 a.m.

Minutes taken by: _____

Christi Regnery
Board Secretary
Illinois State Toll Highway Authority



2023 YEAR IN REVIEW

Diversity and Inclusion Committee

Terry Miller

Chief of Diversity and Strategic Development

February 22, 2024





Participation

Program metrics

Meetings and outreach

AGENDA



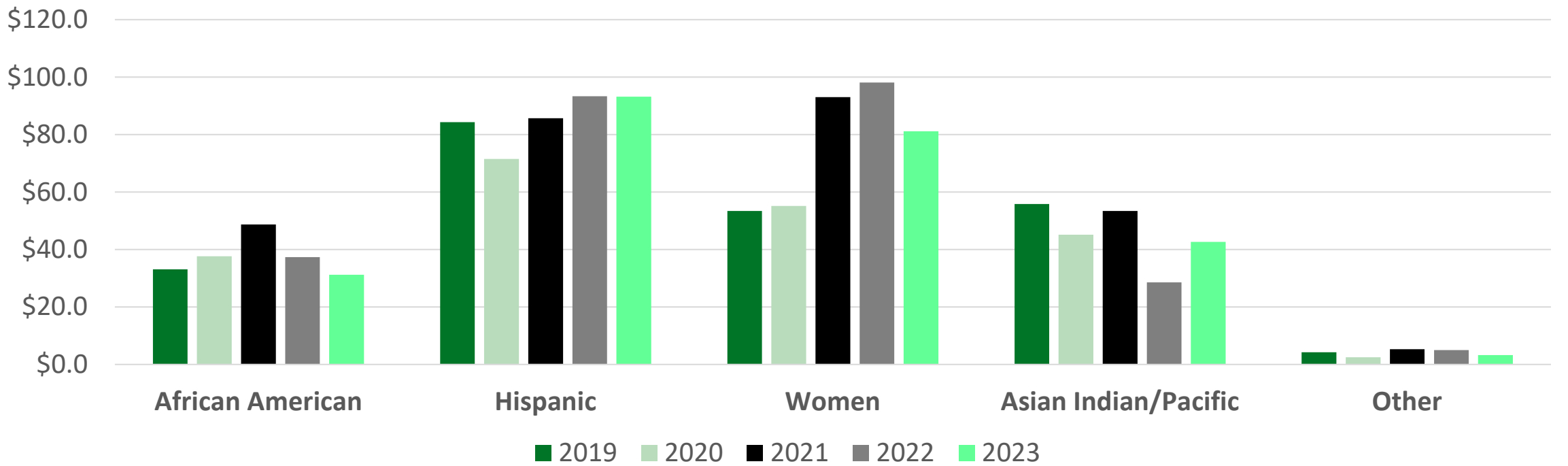
OVERALL PARTICIPATION

Presented on February 22, 2024

DBE SPEND PARTICIPATION

Construction and Professional Services 2019-2023 Spend*

DBE SPEND



2019: \$230.8M	2020: \$211.8M	2021: \$286.1M	2022: \$262.2M	2023: \$251.4M
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* = UNAUDITED Totals may not add due to rounding

** Other category includes Native American and male (Caucasian)

CONSTRUCTION AND PROFESSIONAL SERVICES

2019-2023 Spend*

CONSTRUCTION SPEND					
	2019	2020	2021	2022	2023
African American	\$9.6M 2.3%	\$8.9M 1.6%	\$22.2M 2.9%	\$11.2M 1.6%	\$6.5M 1.0%
Hispanic	\$56.5M 13.8%	\$48.0M 8.8%	\$64.5M 8.5%	\$69.1M 9.6%	\$65.9M 9.9%
Women	\$30.3M 7.4%	\$39.1M 7.2%	\$72.5M 9.5%	\$81.5M 11.4%	\$62.2M 9.4%
Other	\$7.7M 1.9%	\$7.5M 1.4%	\$10.7M 1.4%	\$7.7M 1.1%	\$9.5M 1.4%
DBE Subtotal	\$104.1M 25.4%	\$103.6M 18.9%	\$169.9M 22.3%	\$169.5M 23.6%	\$144.2M 21.7%
Non-DBE	\$295.7M 72.2%	\$433.4M 79.2%	\$578.2M 76.0%	\$538.9M 75.1%	\$505.0M 76.1%
Veteran	\$9.5M 2.3%	\$10.2M 1.9%	\$13.2M 1.7%	\$8.9M 1.3%	\$14.6M 2.2%
TOTAL	\$409.3M	\$547.1M	\$761.3M	\$717.3M	\$663.8M

**Other category includes Asian Indian/Pacific, Native American and male (Caucasian)

* = UNAUDITED Totals may not add due to rounding

PROFESSIONAL SERVICES SPEND					
	2019	2020	2021	2022	2023
African American	\$23.5M 7.6%	\$28.6M 10.7%	\$26.4M 10.7%	\$26.1M 11.2%	\$24.7M 10.9%
Hispanic	\$27.9M 9.1%	\$23.5M 8.8%	\$21.3M 8.6%	\$24.2M 10.3%	\$27.2M 12.0%
Women	\$23.1M 7.5%	\$16.0M 6.0%	\$20.5M 8.3%	\$16.7M 7.1%	\$18.8M 8.3%
Asian Indian/Pacific	\$52.0M 16.9%	\$40.0M 15.0%	\$47.6M 19.2%	\$24.8M 10.6%	\$35.9M 15.8%
Other	\$0.2M 0.1%	\$57.6K 0.02%	\$0.5M 0.2%	\$0.9M 0.4%	\$0.4M 0.2%
DBE Subtotal	\$126.6M 41.2%	\$108.2M 40.5%	\$116.2M 47.0%	\$92.7M 39.6%	\$107.2M 47.2%
Non-DBE	\$173.7M 56.5%	\$152.2M 56.9%	\$120.8M 48.9%	\$132.8M 56.7%	\$111.0M 48.9%
Veteran	\$7.3M 2.4%	\$6.9M 2.6%	\$10.2M 4.1%	\$8.6M 3.7%	\$8.9M 3.9%
TOTAL	\$307.6M	\$267.3M	\$247.2M	\$234.1M	\$227.2M

**Other category includes Native American and male (Caucasian)

OVERALL BEP PARTICIPATION

2019-2023 BEP Spend*

GOODS AND SERVICES SPEND					
	2019	2020	2021	2022	2023
African American	\$2.2M 2.3%	\$1.0M 1.7%	\$1.1M 1.2%	\$2.9M 3.0%	\$2.2M 2.4%
Hispanic	\$5.2M 5.4%	\$3.7M 5.9%	\$4.6M 5.1%	\$4.4M 4.6%	\$4.6M 5.0%
Women	\$5.5M 5.7%	\$2.1M 3.3%	\$5.3M 5.8%	\$5.6M 5.8%	\$8.2M 8.8%
Asian Indian/Pacific	\$11.8M 12.2%	\$6.2M 9.8%	\$8.8M 9.8%	\$10.9M 11.4%	\$10.2M 11.0%
Other	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%	\$0.0 0.0%	\$0.3 > 0.1%
BEP Subtotal	\$24.7M 25.5%	\$13.0M 20.7%	\$19.8M 21.9%	\$23.9M 24.9%	\$25.3M 27.2%
Non-BEP	\$71.6M 73.9%	\$49.8M 79.1%	\$69.0M 76.3%	\$70.8M 73.9%	\$67.1M 71.9%
Veteran	\$0.6M 0.6%	\$0.2M 0.2%	\$1.6M 1.8%	\$1.1M 1.1%	\$0.9M 0.9%
TOTAL	\$96.8M	\$63.0M	\$90.3M	\$95.7M	\$93.4M

* = UNAUDITED Totals may not add due to rounding

** Other category includes Native American and male (Caucasian)



PROGRAM UPDATES

DIVERSITY UPDATES

2023 Highlights through Q4

Partnering for Growth Program

- **12** Professional Service agreements approved
 - **3** Reverse agreements approved
- **5** construction agreement extensions approved
- More than \$884,000 in bid credits earned by mentors and protégé firms
- 4 new firms went from protégé to prime

Technical Assistance Program

- **More than 300** clients received assistance
- **Nearly 130** clients submitted bids/SOIs on Tollway work
- **Nearly 140** clients received a new certification
- **Nearly \$30 million** awarded in Tollway contracts to clients

Small Business Initiative

- Nearly **240** firms registered
- **15** SBI and SBSP contracts awarded worth more than \$23.5 million
- **Nearly 60** bids submitted on small business contracts by 19 unique bidders
- **More than 60%** of bidders for SBI contracts are certified DBE or veteran-owned firms

***NEARLY 80 TOTAL
WORKFORCE HIRES IN
2023***

Bid Credit Program – 39 hires

- **\$1 million** in bid credits earned

ConstructionWorks – 39 hires

- **5 hires** on Tollway contracts
- **\$622,000** in bid credits earned





MEETINGS AND OUTREACH

Presented on February 22, 2024

BUILDING FOR SUCCESS WEBINAR SERIES

2023 Highlights

More Than **1,300** Attendees Across more than **20** Webinars in 2023

Previous Topics

- e-Ticketing
- Electrical Work
- Small Business Initiative
- Web-Based Program Management Control Systems
- Goods and Services
- Towing and Road Service
- Bid Credit Incentives
- Contract Compliance
- IDOT Statements of Interest
- Job Order Contracting Program

2024 Q1 Topics

- 2023 Year in DBE Participation
- Small Business Initiative updates
- Bid Credit Program
- Getting Certified as a Small Business
- Contract Compliance (English and Spanish)
- Writing Effective Statements of Interest

MEETINGS AND OUTREACH

Nearly 70 events hosted

- More than 20 webinars
- Nearly 30 Technical Assistance Program events
- Nearly 20 ConstructionWorks recruitment events
- Nearly 5 Emerging Technology trainings
- Disparity Study findings

Agency meetings to discuss Tollway DBE programs

- City of Austin, Cook County, City of New Orleans, Metropolitan Water Reclamation District

Nearly 120 email blasts for Tollway opportunities

- Small Business Initiative solicitations
- Outreach events
- Webinars
- Job Order Contracting Program solicitations



LOOK AHEAD TO 2024

Goals

- Creating a pilot program for small businesses in Tollway construction
- Develop/launch new DBE Program tracking software
- Award ConstructionWorks contract
- Expand Emerging Technology initiatives

Expected 2024 Milestones

- 100th webinar
- \$2 million in bid credits awarded to protégé firms
- \$100 million in Small Business contracts awarded
- 250th Partnering For Growth agreement (construction and professional services)
- 250 firms enrolled in the Small Business Initiative
- 1,200th Bid Credit/Workforce hire



UPCOMING MEETINGS

Events

- February 29 – Introduction to Asphalt Paving at the Illinois Tollway (with the Illinois Asphalt Paving Association)
- March 5 – Job Order Contracting Program Networking Event (Roadway and Facilities)
- March 5-7 – Axis CCTV Training Sessions
- March 18 – Diversity Advisory Council – Tollway Strategic/Capital Plan/Updates on legislation

Job Order Contracting - Small Business Initiative Outreach Plan (Dates TBD)

- Job Order Contracting - Small Business Initiative Networking Event
- Technical Assistance Program provider training session
- Job Order Contracting Gordian Group training session
- Networking session in conjunction with the pre-proposal meeting
- Email alerts



QUARTERLY DIVERSITY VIDEO

Axis Communications CCTV Training



Presented on February 22, 2024



THANKYOU

