

Commission on Equity & Inclusion

*Commissioner Ennedy Rivera &
Commissioner Bruce Montgomery*
November 10, 2022



2022
STATE OF ILLINOIS
**VENDOR
SUMMIT**

Why Diversity, Equity and Inclusion Matters

- Diversity, Equity and Inclusion promotes creativity, encourages greater consideration of alternatives, and provides access to a wider range of perspectives
- Helps retain top talent
- It increases employee morale and motivation
- Greater gender diversity can bring better financial performance and improve public image
- Differences in background and experience can reduce likelihood of an echo chamber and groupthink



Definition of Equity

Equity is fair treatment, access, opportunity, and advancement while striving to identify and eliminate barriers that have prevented the full participation of marginalized groups (UC Berkeley Initiative for Equity, Inclusion, and Diversity).



Definition of Inclusion

Inclusion is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate and bring their full, authentic selves to work. An inclusive and welcoming climate embraces differences and offers respect in the words, actions, and thoughts of all people (UC Berkeley Initiative for Equity, Inclusion, and Diversity).



Definition of Diversity

Diversity means the psychological, physical, and social differences that occur among all individuals; including but not limited to race, ethnicity, nationality, religion, socioeconomic status, education, marital status, language, age, gender, sexual orientation, disability, and learning style (The National Multicultural Institute).

Illinois' Investment in Diversity, Equity and Inclusion

- March 2021- Gov. Pritzker Signs Education and Workforce Equity Act, Expanding Access, Equity and Opportunity in State's Education System. HB 2170 Advances Core Administration Priorities in Early Childhood Education, College Readiness and Workforce Training
- March 2021- Gov. Pritzker Signs Community-Driven, Equity-Focused Healthcare and Hospital Transformation Bill. New Law to Invest \$150 Million in Initiatives to Reduce Health Disparities in Illinois' Most Distressed Communities
- March 2021- Gov. Pritzker Signs Equity-Centric Legislation Expanding Economic Access and Opportunity Across Illinois. This package is comprised of four bills: Senate Bill (SB) 1480, SB 1608, SB 1792, and SB 1980. The legislation includes measures that aim to prevent employers from discriminating against people with criminal records, expand access to state contracts for minority-owned businesses, women, and individuals with disabilities (Creation of DEI), reduce interest on payday loans, and improve access to public housing.



Illinois' Investment in Diversity, Equity and Inclusion-continued

- April 2021- Gov. Pritzker Signs Equity Driven Healthcare Reform Legislation. Black Caucus Healthcare Pillar Advances Core Administration Priorities in Improving Health Outcomes for All Illinois Residents.
- July 2021- Gov. Pritzker Signs Legislation Expanding Equity and Increasing Opportunity for Special Needs Students. HB40 and HB 2748 Expands equity and fairness for special needs students, allowing special education students to continue attending school through the end of the school year in which they turn 22.
- July 2021- Gov. Pritzker Issues Executive Order Creating New Office of Equity. Executive Order 2021-16 Advances Diversity, Equity, and Inclusion Throughout State Agencies and Public Policy.

August 2021- Gov. Pritzker Signs Legislation Advancing Equity, Reducing Mandatory Minimums in Juvenile Justice System. Procedural Justice for Youth Act Outlaws Use of Isolation at IDJ Facilities.



Creation of the Commission on Equity and Inclusion

The Commission on Equity and Inclusion (CEI) was created through the passage of 30 ILCS 574/40-10 to further the State's commitment to equity and inclusion in state procurement and hiring.

CEI began operations on January 1, 2022.

The commission will be comprised 7 commissioners in total, 1 chairperson and 6 commissioners.

Governor J.B. Pritzker has selected the following 5 individuals to serve as full time commissioners:

Kellye A. Keyes Bruce Montgomery Nina Harris

Ennedy D. Rivera C. Richard Costes



The Commission on Equity and Inclusion Act

- CEI has a role in procurement for State agencies and institutions of Higher Education by facilitating and streamlining communications between the Business Enterprise Council for Minorities, Women, and Persons with Disabilities (BEP Council), the purchasing entities, the chief procurement officers, and others.
- CEI will create a scoring evaluation for State agency directors, public university presidents and chancellors, and public community college presidents.
- CEI will promote and encourage the continued economic development of small businesses owned and controlled by qualified Veterans and qualified Service-Disabled Veterans pursuant to the Illinois Procurement Code 30 ILCS 500/45-57.

Procurement

CEI shall exercise the authority & duties under the Illinois Procurement Code 30 ILCS 500/5-7 and Executive Orders.

CEI's activities include but are not limited to the following:

- Ensure that BEP Goals are established on contracts worth more than \$100,000.00 (E.O. 2018-07)
- Conduct conflict of interest reviews on bids and offers from responsive bidders, offerors, vendors, or contractors with an annual value of more than \$50,000 dollars. (30 ILCS 500/50-35 (a))
- CEI may vote to review contracts for purposes of equity and inclusion
- CEI shall review proposals, bids, or contracts and issue a recommendation to void a contract or reject a proposal or bid based on any violation of this Code in regard to equity and inclusion (30 ILCS 500/5-7)

Procurement cont.

- CEI may hold public hearings on contracts concerning the implementation and administration of the Procurement Code in regard to equity and inclusion in procurement (30 ILCS 500/5-7 (d)).
- Notices of Intent to enter into sole source contracts shall be provided to CEI (30 ILCS 500/20-25 (c)). CEI reviews these transactions.
- Notice of all extensions and renewals of contracts valued at \$249,999 shall be provided to CEI (30 ILCS 500/20-60 (c)).
- Notice of all extensions of and emergency procurements and shall be provided to CEI (30 ILCS 500/20-30 (b)). CEI reviews these transactions.

Supporting the State's Diversity Efforts through Collaboration

- CEI, working with State agencies, shall provide support for diversity in State hiring.
- CEI shall oversee the implementation of diversity training of the State workforce.
- CEI has oversight over the Business Enterprise Council and the IL Family Council/Commissions:
 - The Illinois African-American Family Commission
 - The Asian American Family Commission
 - The Illinois Latino Family Commission and
 - The Illinois Muslim American Advisory Council



Business Enterprise Program

Veteran Business Program

Effective January 1, 2022, CEI was granted through statute jurisdiction over the functions of the Business Enterprise Council, the Business Enterprise Program (BEP) and the Veteran Business Program.

30 ILCS 575/5.5(a), (VBP) PA097-0260 & 098-0307.

Business Enterprise Program & Veteran Business Program

Comprised of 3 Units:

1. Certification Unit

- Developing a Certification Process
- Certification of BEP and VBP Vendors
- Maintaining a list of BEP and VBP Certified Vendors
- Renewing Certification of BEP and VBP Vendors

Business Enterprise Program & Veteran Business Program cont.

2. Compliance Unit

- Review and Approval of Utilization Plans
- Review and Approval of Compliance Plans
- Publication of data on Agency, Institutions of Higher Education and Community Colleges progress on said Compliance Plans
- Creation of enforcement procedures for failure to satisfy diversity goals and commitments

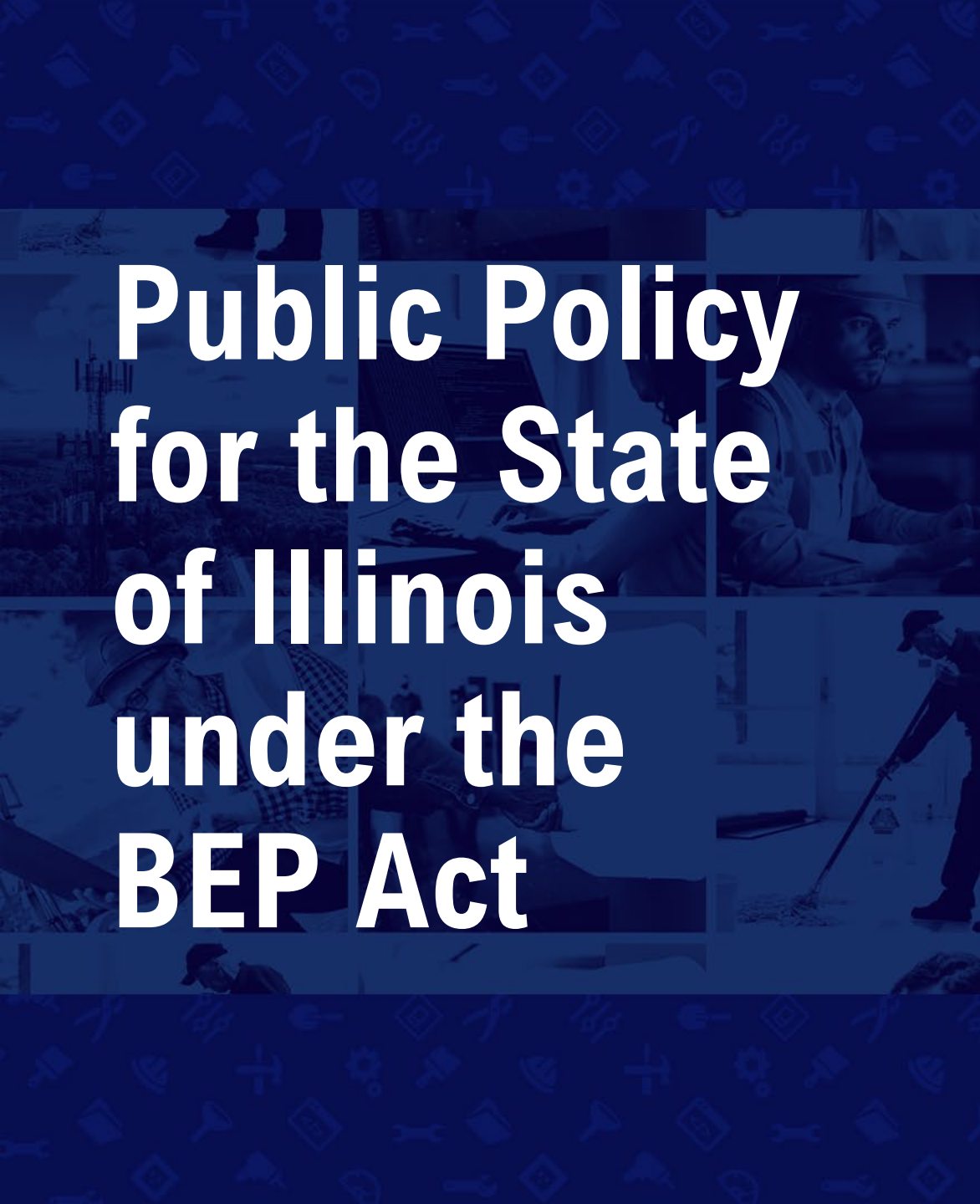
Business Enterprise Program & Veteran Business Program cont.

3. Outreach Unit

- Promote the advantages of the BEP and VBP programs
- Encourage participation in the BEP and VBP programs
- Educate minorities, women, persons with disabilities and veterans on the BEP and VBP programs
- Assist minorities, women, persons with disabilities and veterans navigate the State procurement process
- Serve as a liaison between BEP Certified Vendors, VBP Certified Vendors and Service-Disabled Veterans and State contracting entities

Business Enterprise Program & Veteran Business Program

- Serve as a central clearinghouse for information on State contracts and the BEP and VBP programs
- Develops programs with other entities to increase the number of BEP Certified Vendors
- Creates policies, regulations and procedures to increase participation of minority, women, persons with disabilities, veterans and service-disabled veteran owned businesses in the State procurement process



Public Policy for the State of Illinois under the BEP Act

To promote and encourage each State agency and public institution of higher education to use businesses owned by minorities, women, and persons with disabilities in the area of goods and services, including, but not limited to, insurance services, investment management services, information technology services, accounting services, architectural and engineering services, and legal services. Furthermore, each State agency and public institution of higher education shall utilize such firms to the greatest extent feasible within the bounds of financial and fiduciary prudence, and take affirmative steps to remove any barriers to the full participation of such firms in the procurement and contracting opportunities afforded.

What can I do at work to support the policy of the State of Illinois?

Affect Talent Acquisition Vendor Pool

Be a Champion/Role Model

Build Relationships

Questions?

Website | cei.illinois.gov

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