



MINUTES

**Meeting of the Diversity Committee
of the Board of Trustees of the
State Universities Retirement System
Thursday, Dec. 2, 2021, 2:40 p.m.
State Universities Retirement System**

Via remote access only due to ongoing COVID-19 concerns

The meetings on December 2 and 3, 2021, were conducted via video conference pursuant to the Governor's COVID-19 Disaster Proclamation dated November 12, 2021 and subsection (e) of Section 7 of the Open Meetings Act. Chair John Atkinson of the SURS Board of Trustees determined that a full, in-person meeting was not practical nor prudent due to ongoing COVID-19 disaster concerns.

The following trustees were present: Ms. Jamie-Clare Flaherty; Mr. John Atkinson, chair; Mr. Andriy Bondaruk; Mr. Richard Figueroa; Mr. Scott Hendrie; Dr. Fred Giertz; Mr. John Lyons; Dr. Steven Rock; Mr. Collin Van Meter; Mr. Mitch Vogel and Mr. Scott Weisbenner.

Others present: Ms. Suzanne Mayer, Interim Executive Director / Chief Benefits Officer; Mr. Douglas Wesley, Chief Investment Officer (CIO); Ms. Ellen Hung, Deputy CIO; Ms. Kim Pollitt, Mr. Joe Duncan, and Mr. Shane Willoughby, Sr. Investment Officers; Mr. Alex Ramos and Mr. Brian DeLoriae, Investment Officers; Ms. Kelly Valle, Investment Analyst; Mr. Akshay Patel, Investment Analyst; Ms. Tracy Bennett, Compliance Analyst; Ms. Tara Myers, Chief Financial Officer; Ms. Bianca Green, General Counsel; Ms. Kristen Houch, Head of Legislative Affairs; Ms. Heather Kimmons, Associate Legal Counsel; Mr. Albert Lee, Associate General Counsel; Ms. Anna Dempsey, Investment Counsel; Mr. Jefferey Saiger, Chief Technology Officer; Ms. Jackie Hohn, Chief Internal Auditor; Ms. Brenda Dunn, Chief Human Resources Officer; Ms. Kelly Carson, Ms. Chelsea McCarty and Ms. Annette Ackerman, Executive Assistants; and Mr. Michael Calabrese of Foley.

Diversity Committee roll call was taken: Trustee Atkinson, present; Trustee Figueroa, present; Trustee Flaherty, present; Trustee Lyons, present; and Trustee Weisbenner, present.

APPROVAL OF MINUTES

Trustee Flaherty presented the minutes from the Diversity Committee meeting of September 9, 2021.

Trustee Lyons made the following motion:

- That the minutes from the September 9, 2021 Diversity Committee meeting be approved as presented.

Trustee Atkinson seconded the motion which passed via the following roll call vote:

:

Trustee Atkinson - aye
Trustee Figueroa - aye
Trustee Flaherty - aye
Trustee Lyons - aye
Trustee Weisbenner - aye

CHAIRPERSON’S REPORT

Trustee Flaherty did not have a formal chairperson’s report.

RENEWAL OF SURS INCLUSION GOAL

Ms. Tara Myers presented the recommendations for the SURS Procurement Inclusion Goal for Fiscal Year 2022. She reviewed the Minority, Women, Disadvantaged Business Enterprise (MWDBE) procurement spending for fiscal years 2019-2021. Ms. Myers explained that SURS staff analyzed the data and is continuing to work to improve the procurement procedures currently in place toward the goal of increasing SURS’ MWDBE procurement spending. She explained that staff recommends the SURS goal be set at 20 percent for fiscal year 2022.

Trustee Figueroa made the following motion:

- That based on the recommendation of SURS staff, the SURS goal for contacts and purchases from businesses owned by minorities, female, and persons with a disability be set at 20 percent for fiscal year 2022.

Trustee Lyons seconded the motion which passed via the following roll call vote:

Trustee Atkinson - aye
Trustee Figueroa - aye
Trustee Flaherty - aye
Trustee Lyons - aye
Trustee Weisbenner - aye

A copy of the memorandum titled “Recommendation of SURS Procurement Inclusion Goal for Fiscal Year 2022” is incorporated as part of these minutes as [Exhibit 1](#). Also included as part of these minutes are [Exhibit 2](#), [Exhibit 3](#), and [Exhibit 4](#), titled “SURS Vendor List,” “Organizations” and “Upcoming RFP’s.” The policy titled “SURS Procurement and Staffing Inclusion Policy” is incorporated as part of the minutes as [Exhibit 5](#).

PUBLIC COMMENT

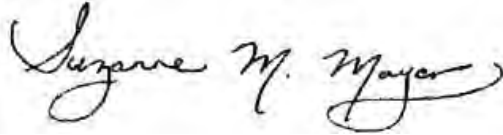
There were no public comments presented to the Diversity Committee.

There was no further business brought before the committee and Trustee Figueroa moved that the meeting be adjourned. The motion was seconded by Trustee Weisbenner and the motion passed via the following roll call vote:

Trustee Atkinson - aye

Trustee Figueroa - aye
Trustee Flaherty - aye
Trustee Lyons - aye
Trustee Weisbenner - aye

Respectfully submitted,

A handwritten signature in black ink, reading "Suzanne M. Mayer". The signature is written in a cursive style with a large initial 'S' and a long, sweeping underline.

Ms. Suzanne M. Mayer
Interim Executive Director/Interim Secretary, Board of Trustees

SMM:cm



To: Diversity Committee
 From: Tara Myers, CFO
 Date: December 2, 2021
 Re: Recommendation of SURS Procurement Inclusion Goal for Fiscal Year 2022

The Board of Trustees of State Universities Retirement System (SURS) adopted an Inclusion Policy in December 2009 to establish guidelines for inclusion of minority, women or disabled owned businesses in SURS procurement processes consistent with 40 ILCS 5/1-109.1(6). The policy is reviewed, and a procurement goal is approved each year. The procurement policy is also included in the SURS Diversity Report to the Governor and General Assembly. The Inclusion Policy was last updated in September 2019 based on feedback from the Board.

The following is a brief history of “MWDBE % of Total Expenditures”:

Fiscal Year	Board Approved Goal	MWDBE %
2016	25%	17.4%
2017	25%	13.2%
2018	25%	15.1%
2019	25%	20.8%
2020	25%	18.3%
2021	25%	12.5%

In fiscal year 2019, we had significant MWDBE spending for the following vendors:

- Seico – Approximately \$191k was spent for security upgrades for both buildings. The majority of the expense for this two-year project occurred in FY 2019 and 2020. Smaller amounts were incurred in FY 2021. They are a Disability vendor.
- Burke Burns & Pinelli – Approximately \$63k was spent for SURS Fiduciary Legal Counsel. This amount was only for a portion of the year. Normally the annual spend with this vendor would be at least twice this amount. This was a reoccurring expense until mid-fiscal year 2019 when they did not participate in the RFP process. They are a woman owned vendor.
- Tave & Associates – Approximately \$94k was spent for commercial insurance coverage. This was a reoccurring expense through fiscal year 2021. They are a woman owed vendor.
- Stocks Office Furniture/Rogards – A total of approximately \$255k was spent for these two vendors for the renovation of the new 1801 office space. They are both women owed vendors. We continued to use Stocks in fiscal year 2021 (\$141k) and will also do



so in fiscal year 2022 (estimate \$162k). Once the renovation projects are completed, this vendor will no longer be utilized.

- Newegg/Software Hardware Integration – A total of approximately \$92k was spent at these two vendors to purchase misc. computer supplies such as laptops, keyboards, and related items. Neither vendor responded to our recent RFP's, therefore future significant spending was moved to other vendors. Both are minority vendors.

In fiscal year 2020, we had significant MWDBE spending for the following vendors:

- Seico – Approximately \$233k was spent for security upgrades for both buildings. Fiscal year 2020 was the last of the significant spend for the vendor. They are a Disability vendor
- Huber & Associates – Approximately \$265k was spent on new CSG hardware. This is a one-time expense. They are a woman owned vendor.
- Tave & Associates – Approximately \$84k was spent for commercial insurance coverage. They are a woman owed vendor. This was a reoccurring expense through fiscal year 2021. When SURS issued the insurance broker RFP, Tave decided not to participate in the process.
- Greenwood Asher – Approximately \$53k was spent. They were used for the initial CDO search. The Board decided to move to a different vendor during the Executive Director search RFP process (which now includes the CDO search). During the ED search RFP process, it was noted that their MWDBE status changed due to a change in the ownership. They were previously considered a minority vendor but are no longer eligible.

In fiscal year 2021 the overall MWDBE percentage fell by almost 6 percent. Although we continued to have some significant spend with existing MWDBE vendors and also added a few new diverse vendors, the overall MWDBE spending was less. In fiscal year 2021 our overall spend for all vendors increased over fiscal year 2020 by approximately \$740k but the MWDBE spending decreased by \$253k. The table below shows a summary of the total spend compared to the MWDBE spend.

	FY 2019	FY2020	FY2021	Est FY2022
Total Spend	4,584,780	5,979,577	6,717,915	14,121,854
MWDBE	953,461	1,094,464	841,401	1,493,569
% MWDBE	20.8%	18.3%	12.5%	10.6%

Staff has analyzed the expected spending for fiscal year 2022 to determine where there may be additional opportunities to utilize diverse vendors. Although all spending was looked at, the focus was on the Information Technology and Building Services departments since that is where most of the spending occurs. Through this analysis, we were able to identify existing spending that could be moved from the current (non-diverse) vendor to a diverse vendor. We also



identified that some expected future spending we believe could be placed with an existing diverse vendor.

In fiscal year 2022 the Pension Administration System project spending starts to ramp up. This project includes a new diverse vendor, Managed Business Services. Although we will have significantly higher MWDBE spending in fiscal year 2022, the overall spending also increased significantly. The result, based on our estimates, would be a MWDBE percentage of 10.6%. If we look at the spending without taking the PAS project into consideration, our percentage is higher, but still does not result in meeting our current goal.

	FY 2022 Projected	Remove PAS	Spend w/o PAS
Total Spend	14,121,854	(6,689,449)	7,432,405
MWDBE	1,493,569	(320,909)	1,172,660
% MWDBE	10.6%		15.8%

Staff continues to work on changes to the procurement procedures that will help in our advertising and outreach, specifically to diverse vendors. We are compiling a list of organizations that we will communicate with on all RFP's as well as additional resources for advertising. We are also evaluating the criteria used to evaluate vendors and looking to establish guidelines as to when it is appropriate to utilize a diverse vendor even when the price is not the lowest bid.

Given the analysis discussed above and the anticipated PAS project spending over the next five years, staff recommends that the procurement goal for fiscal year 2022 be set at 20%. This would be consistent with the aspirational goal that is set in statute (40 ILCS 5/1-109.1 (10) and would still maintain a "stretch" goal for SURS. We will continue to evaluate all spending and adjust the future goal as needed on an annual basis.

Recommendation

Staff recommends that the SURS goal for contracts and purchases from businesses owned by minorities, female, and persons with a disability be set at 20% for fiscal year 2022.

State Universities Retirement System
MWDBE Detailed Vendor Report

Service Provider Name	Service Provider Category	MWDBE Type	2019 Amount	2020 Amount	2021 Amount	Projected 2022 Budget
ZONES LLC	Information Services	Minority	203,984	235,658	254,572	697,599
STOCKS OFFICE FURNITURE	Building Supplies	Female	220,164	12,766	141,531	162,000
MANAGED BUSINESS SOLUTIONS, LLC	Information Services	Minority	-	-	114,145	320,909
TAVE & ASSOCIATES	Insurance	Female	93,592	84,216	97,917	-
SERVICEMASTER JANITORIAL	Professional Services	Minority	-	50,311	86,248	95,000
BAILEY EDWARD DESIGN INC	Architectural and Engineering	Female	-	55,275	47,837	150,000
SAGITEC SOLUTIONS LLC	Information Services	Minority	-	-	40,000	-
SEICO, INC	Building Services	Disabled	191,231	233,109	29,576	40,000
BOLD AGENDA	Professional Services	Minority	-	-	9,278	13,111
ROGARDS	Office Supplies	Female	34,937	24,388	5,556	5,500
SOFTWARE HARDWARE INTEGRATION	Information Services	Minority	47,647	10,120	3,350	-
M&S PEST CONTROL	Building Services	Female	990	1,560	1,975	1,500
HUBER & ASSOCIATES, INC	Information Services	Female	9,823	265,220	1,920	2,000
PLANTS ETC	Building Services	Female	1,498	1,687	1,687	1,700
ACCESS LOCKSMITHS & SECURITY	Building Services	Disabled	-	3,932	1,380	-
NEWEGG.COM	Office Supplies	Minority	44,218	11,338	1,246	1,250
TROPHYTIME	Office Supplies	Female	192	884	981	900
TAA TOOLS INC	Information Services	Female	800	815	855	-
MAGNETIC PRODUCTS AND SERVICES, INC	Office Supplies	Female	-	4,374	733	-
CHEMICAL MAINTENANCE, INC	Building Supplies	Minority	1,046	8,462	392	1,500
WATTS COPY SYSTEMS	Information Services	Female	5,055	1,938	223	600
ATLAS GROUP	Professional Services	Disabled	-	9,730	-	-
BURKE BURNS & PINELLI, LTD	Legal Services	Female	63,139	-	-	-
CONNOR COMPANY	Building Supplies	Female	202	1,789	-	-
CUSTOM FLOORING & INTERIORS	Building Services	Female	1,350	3,300	-	-
DIAMOND DATA	Information Services	Female	-	10,230	-	-
GREENWOOD/ASHER & ASSOCIATES	Professional Services	Female	-	53,204	-	-
PIATO CAFE, INC	Professional Services	Female	710	665	-	-
RUBBER STAMPS UNLIMITED, INC.	Office Supplies	Female	37	-	-	-
STORE SMART	Office Supplies	Female	437	-	-	-
TERESA'S CAKES AND COOKIES	Professional Services	Female	265	80	-	-
WOOLARD MARKETING CONSULTANTS	Professional Services	Female	23,952	-	-	-
217 BACKYARD BBQ	Professional Services	Minority	-	800	-	-
HEARTSMART.COM	Office Supplies	Minority	-	845	-	-
ILLINOIS LANGUAGE SERVICES	Professional Services	Minority	178	-	-	-
PERFECT OUTPUT, LLC	Building Supplies	Minority	6,170	-	-	-
YDAA & ASSOCIATES, INC	Training	Minority	1,845	7,769	-	-
BARBER & DEATLEY, INC	Architectural and Engineering	Not Qualified	481,833	451,836	721,933	
LINEA SOLUTIONS	Information Services	Not Qualified	-	228,623	651,736	
FOLEY & LARDNER LLP	Legal Services	Not Qualified	-	92,853	621,977	
VOYA INSTITUTIONAL PLAN SERVICES, LLC	Professional Services	Not Qualified	-	-	429,786	
MESIROW INSURANCE SERVICES INC	Insurance	Not Qualified	308,140	385,936	393,187	
GABRIEL, ROEDER, SMITH & CO	Professional Services	Not Qualified	226,103	185,941	252,719	
CDW GOVERNMENT, INC	Information Services	Not Qualified	39,881	32,905	209,604	
ERNST & YOUNG LLP	Information Services	Not Qualified	-	157,896	189,475	
INFO-TECH RESEARCH GROUP INC	Information Services	Not Qualified	11,486	70,664	129,659	
ICE MILLER LLP	Legal Services	Not Qualified	176,216	236,318	126,589	
GLASS LEWIS & CO, LLC	Professional Services	Not Qualified	113,400	113,400	113,400	
STARK EXCAVATING, INC.	Building Services	Not Qualified	-	-	109,770	
CARASOFT TECHNOLOGY CORP	Information Services	Not Qualified	57,528	44,162	103,964	
INSIGHT PUBLIC SECTOR	Office Supplies	Not Qualified	-	177,284	101,367	
SECUREWORKS, INC	Information Services	Not Qualified	97,502	98,267	98,267	
K&L GATES LLP	Legal Services	Not Qualified	-	59,458	94,524	
DYNAMO SOFTWARE, INC	Information Services	Not Qualified	-	-	76,500	
LANSA, INC	Information Services	Not Qualified	29,050	68,865	74,399	
MORGAN, LEWIS & BOCKIUS LLP	Legal Services	Not Qualified	-	52,933	64,497	
ENCHOICE	Information Services	Not Qualified	-	125,700	59,000	
SIRIUS Computer Solutions	Information Services	Not Qualified	41,724	74,959	57,473	
LBMC TECHNOLOGY SOLUTIONS, LLC	Information Services	Not Qualified	-	-	48,558	
FAEGRE DRINKER BIDDLE & REATH	Legal Services	Not Qualified	-	25,427	46,419	
EVESTMENT ALLIANCE, LLC	Information Services	Not Qualified	-	84,943	46,150	
DOCUMENT ACCESS SYSTEMS	Information Services	Not Qualified	53,473	49,973	44,282	
SIKICH LLP	Accounting Services	Not Qualified	46,324	41,788	42,624	
HUTCHINSON AND BLOODGOOD LLP	Information Services	Not Qualified	-	84,468	40,356	
VITECH	Information Services	Not Qualified	-	-	40,000	
ELECTION-AMERICA	Professional Services	Not Qualified	-	-	37,024	

State Universities Retirement System
MWDBE Detailed Vendor Report

Projected
2022 Budget

Service Provider Name	Service Provider Category	MWDBE Type	2019 Amount	2020 Amount	2021 Amount
ADP, LLC	Information Services	Not Qualified	-	-	36,559
LEVI RAY & SHOUP INC	Training	Not Qualified	79,184	111,542	35,900
ITECH SOLUTIONS GROUP, LLC	Information Services	Not Qualified	30,018	30,018	33,074
QUICKSILVER MAILING SERVICES	Professional Services	Not Qualified	41,153	44,537	30,946
MCLEAN & CO	Information Services	Not Qualified	-	13,718	30,404
TEAMDYNAMIX SOLUTIONS LLC	Professional Services	Not Qualified	43,292	20,056	29,980
MAYER BROWN LLP	Legal Services	Not Qualified	36,969	66,531	29,184
ADVANCED AUDIO AND LIGHTING	Information Services	Not Qualified	92,981	127,185	29,012
MRC INFORMATION TECHNOLOGY INC	Information Services	Not Qualified	49,439	119,370	27,892
NASDAQ - BOARDVANTAGE, INC	Information Services	Not Qualified	37,732	19,583	26,208
INSURANCE AUDIT & INSPECTION COMPANY	Professional Services	Not Qualified	-	-	25,000
SQUIRE PATTON BOGGS	Legal Services	Not Qualified	59,212	20,012	23,100
OTTOSEN DINOLFO	Legal Services	Not Qualified	-	2,950	22,395
TIMETRADE SYSTEMS, INC	Information Services	Not Qualified	21,384	21,384	21,384
CROWE LLP	Professional Services	Not Qualified	-	-	19,807
SURFACE 51, INC	Professional Services	Not Qualified	-	18,975	19,800
CM FIRST TECHNOLOGIES	Information Services	Not Qualified	7,896	8,400	19,790
ADJACENT TECHNOLOGIES, INC	Professional Services	Not Qualified	31,200	34,000	17,000
GDS OFFICE TECHNOLOGIES	Information Services	Not Qualified	-	-	16,703
CA, INC	Information Services	Not Qualified	15,336	15,294	15,294
CLICKDIMENSIONS, LLC	Information Services	Not Qualified	-	29,138	15,109
PRINCIPAL REVIEW, LLC	Professional Services	Not Qualified	-	-	15,000
PRUDENTIAL GROUP INSURANCE	Insurance	Not Qualified	-	31,917	14,081
S&P GLOBAL MARKET INTELLIGENCE	Professional Services	Not Qualified	-	-	14,000
RAVE WIRELESS, INC	Information Services	Not Qualified	-	-	11,790
ZOHO CORPORATION	Information Services	Not Qualified	42,190	1,008	11,748
FEATHERSTUN, GAUMER, POSTLEWAIT	Legal Services	Not Qualified	19,119	21,636	11,227
CONTEGIX	Information Services	Not Qualified	9,900	10,800	10,800
AGILOFT, INC	Information Services	Not Qualified	-	29,377	10,745
Lazer's Edge Office Automation	Office Services	Not Qualified	12,988	8,115	10,289
OPENTEXT INC	Information Services	Not Qualified	-	9,970	8,970
SPRINGFIELD ELECTRIC SUPPLY	Building Supplies	Not Qualified	2,933	-	8,138
MEETINGZONE, INC	Subscription	Not Qualified	5,708	7,836	7,836
ISPRING	Training	Not Qualified	-	6,138	7,204
IBM CORPORATION	Information Services	Not Qualified	3,610	13,672	7,161
WORKSRIGHT SOFTWARE, INC	Information Services	Not Qualified	6,000	6,000	6,500
RICOH USA INC	Office Services	Not Qualified	17,970	15,347	6,383
TENSION ENVELOPE CORPORATION	Office Supplies	Not Qualified	8,680	12,530	6,295
VISION SOLUTIONS, INC	Information Services	Not Qualified	4,660	4,893	6,293
STAPLES BUSINESS CREDIT	Office Supplies	Not Qualified	7,369	14,657	5,997
RR DONNELLEY	Forms	Not Qualified	6,713	4,966	5,916
HELPSYSTEMS, LLC	Information Services	Not Qualified	5,195	5,372	5,554
PARK PLACE TECHNOLOGIES	Information Services	Not Qualified	-	4,358	5,424
WALZ LABEL AND MAILING SYSTEMS	Office Supplies	Not Qualified	6,981	5,224	5,375
ALPHA CONTROLS & SERVICES LLC	Building Services	Not Qualified	4,821	12,980	5,355
COUNTRY FAIR SELF STORAGE	Building Services	Not Qualified	4,800	-	5,100
DAVIS-HOUK MECHANICAL INC	Building Services	Not Qualified	288	1,895	4,831
SAP PUBLIC SERVICES INC	Information Services	Not Qualified	4,585	4,585	4,585
MIMECAST NORTH AMERICA, INC	Information Services	Not Qualified	3,630	5,250	4,382
AMAZON CAPITAL SERVICES	Office Supplies	Not Qualified	880	13,161	4,319
ALTORFER INC	Building Services	Not Qualified	9,772	23,666	4,243
BERWYN GROUP	Professional Services	Not Qualified	5,040	5,040	4,200
ALTEC PRODUCTS INC	Information Services	Not Qualified	3,967	4,176	4,176
RCM & ASSOCIATES	Office Supplies	Not Qualified	2,198	3,176	3,832
ACCURATE EMPLOYMENT SCREENING, LLC	Professional Services	Not Qualified	-	-	3,728
A&R MECHANICAL CONTRACTORS, INC	Building Services	Not Qualified	1,105	356,143	3,700
BUSINESS & LEGAL RESOURCES	Legal Services	Not Qualified	2,749	3,090	3,539
AREA DISPOSAL SERVICE, INC	Building Services	Not Qualified	3,130	3,536	3,521
PEAK-RYZEX, INC	Office Services	Not Qualified	2,928	2,985	2,985
DAVIS ELECTRIC	Building Supplies	Not Qualified	6,004	5,895	2,839
OFFICE DEPOT	Office Supplies	Not Qualified	13,296	10,424	2,797
CETESoftware	Information Services	Not Qualified	2,795	2,795	2,795
SOLARWINDS, INC	Information Services	Not Qualified	2,620	2,685	2,732
DATA IMAGING SUPPLIES	Office Supplies	Not Qualified	464	2,600	2,600
POLICYPAK SOFTWARE	Information Services	Not Qualified	2,140	2,034	2,548
THE BLIND MAN INC	Building Services	Not Qualified	-	-	2,122

State Universities Retirement System
MWDBE Detailed Vendor Report

Projected
2022 Budget

Service Provider Name	Service Provider Category	MWDBE Type	2019 Amount	2020 Amount	2021 Amount
CONFIDENTIAL ON-SITE PAPER SHREDDING	Professional Services	Not Qualified	2,978	2,887	1,989
TERRYBERRY	Professional Services	Not Qualified	6,328	4,164	1,929
STOUT'S BUILDING SERVICES	Building Services	Not Qualified	-	-	1,900
LEXISNEXIS RISK SOLUTIONS	Professional Services	Not Qualified	656	2,218	1,800
AREA WIDE REPORTING SERVICE	Professional Services	Not Qualified	2,159	1,389	1,784
PIRIFORM INC	Office Supplies	Not Qualified	846	846	1,730
PRODATA	Information Services	Not Qualified	790	6,780	1,660
DAVID SMITH RADON REMEDIES INC	Building Services	Not Qualified	7,200	-	1,600
DDC PUBLIC AFFAIRS	Professional Services	Not Qualified	1,500	1,500	1,500
SJR MEDIA GROUP	Professional Services	Not Qualified	795	-	1,490
TIBCO SOFTWARE, INC	Information Services	Not Qualified	1,155	1,213	1,423
TVL INC.	Information Services	Not Qualified	714	-	1,418
QUADIENT, INC	Professional Services	Not Qualified	-	-	1,412
MEYER CAPEL	Legal Services	Not Qualified	3,906	891	1,386
TUMMELSON BRYAN & KNOX, LLP	Legal Services	Not Qualified	8,613	-	1,300
ADVANCED DIGITAL MEDIA INC	Information Services	Not Qualified	1,140	1,140	1,200
GETZ FIRE EQUIPMENT	Office Supplies	Not Qualified	1,063	2,416	1,096
VERITAS TECHNOLOGIES LLC	Information Services	Not Qualified	-	3,147	1,055
CLEVERBRIDGE AG	Information Services	Not Qualified	995	995	1,000
MSCI INC.	Information Services	Not Qualified	-	-	1,000
DPT COMPANIES, INC	Building Services	Not Qualified	-	-	920
DUNCAN SUPPLY CO	Building Supplies	Not Qualified	-	6,525	860
GALVANIZE	Information Services	Not Qualified	-	-	809
BACON & VAN BUSKIRK	Building Supplies	Not Qualified	833	1,130	760
PROPIO LANGUAGE SERVICES	Professional Services	Not Qualified	855	563	760
UNITED FUEL COMPANY	Building Supplies	Not Qualified	769	-	680
KISCO INFORMATION SYSTEMS	Information Services	Not Qualified	544	544	571
AHEAD OF OUR TIME PUBLISHING	Office Supplies	Not Qualified	500	-	500
STARWIND SOFTWARE	Information Services	Not Qualified	-	2,249	500
CHAMPAIGN MULTIMEDIA GROUP	Professional Services	Not Qualified	-	-	495
UPCLOSE PRINTING	Forms	Not Qualified	1,086	1,397	495
LENOVO (UNITED STATES) INC.	Information Services	Not Qualified	-	-	473
PEERNET INC	Information Services	Not Qualified	-	456	469
PRACTISING LAW INSTITUTE	Legal Services	Not Qualified	-	-	423
CU HARDWARE COMPANY	Building Supplies	Not Qualified	2,599	2,306	421
FAST SIGNS	Building Services	Not Qualified	-	-	399
US ASSURE INC	Insurance	Not Qualified	-	-	375
AMERICAN MESSAGING	Office Services	Not Qualified	128	186	370
BLOOMINGTON OFFSET PROCESS INC	Professional Services	Not Qualified	440	480	360
ULINE	Building Services	Not Qualified	-	4,409	309
MYRON CORP	Office Supplies	Not Qualified	240	233	304
BRADFIELDS COMPUTER SUPPLY	Office Supplies	Not Qualified	2,584	11,581	265
WHITT LAW LLC	Legal Services	Not Qualified	-	13,317	250
BULLDOG DISPOSAL SERVICES, INC	Building Services	Not Qualified	-	1,134	249
MINUTEMAN PRESS	Professional Services	Not Qualified	-	-	246
TEPPER ELECTRIC SUPPLY CO	Building Supplies	Not Qualified	978	2,710	220
SPRITZ JEWELERS	Office Supplies	Not Qualified	687	-	213
WORLDSHARP TECHNOLOGIES, INC	Information Services	Not Qualified	190	190	190
GUMBO SOFTWARE INC	Information Services	Not Qualified	150	150	150
51 FIRE AND SAFETY	Building Services	Not Qualified	-	-	150
RRS MEDICAL, LLC	Professional Services	Not Qualified	-	-	105
STYLEBOOKS.COM	Office Supplies	Not Qualified	130	-	97
ROGERS SUPPLY COMPANY	Building Supplies	Not Qualified	578	-	22
ACCENTURE, LLP	Professional Services	Not Qualified	298,000	-	-
ACE HARDWARE 665	Building Supplies	Not Qualified	1,858	35	-
ACL SERVICES LTD	Information Services	Not Qualified	681	742	-
ALICE TRAINING INSTITUTE LLC	Professional Services	Not Qualified	4,665	-	-
ALPHA MECHANICAL SERVICE, INC	Building Services	Not Qualified	89,839	-	-
AMSTERDAM PRINTING & LITHO	Office Supplies	Not Qualified	335	502	-
ARROW GLASS	Building Services	Not Qualified	298	-	-
AVIDXCHANGE	Information Services	Not Qualified	960	960	-
AWARDS LTD	Office Supplies	Not Qualified	114	-	-
BARBECK COMM. GROUP INC	Building Supplies	Not Qualified	470	-	-
BEYONDRUST SOFTWARE, INC	Information Services	Not Qualified	1,611	-	-
C D S OFFICE TECHNOLOGIES	Office Services	Not Qualified	31,079	47,187	-
CAREERBUILDER, LLC	Professional Services	Not Qualified	6,294	5,995	-

State Universities Retirement System
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Projected
2022 Budget

Service Provider Name	Service Provider Category	MWDBE Type	2019 Amount	2020 Amount	2021 Amount	Projected 2022 Budget
CHRIS BROWN PHOTOGRAPHY	Professional Services	Not Qualified	-	2,750	-	-
CISCO WEBEX, LLC	Information Services	Not Qualified	1,590	-	-	-
CITRIX SYSTEMS INC	Information Services	Not Qualified	8,600	4,863	-	-
COUNTRY ARBORS NURSERY INC	Building Supplies	Not Qualified	363	-	-	-
COUNTY ASPHALT COMPANY, INC	Building Services	Not Qualified	-	2,403	-	-
COVENTBRIDGE (USA) INC.	Professional Services	Not Qualified	257	-	-	-
D1 NETWORKS, LLC	Information Services	Not Qualified	47,670	7,100	-	-
DEAN'S GRAPHICS	Office Supplies	Not Qualified	87	-	-	-
DIGICERT INC	Information Services	Not Qualified	-	782	-	-
DISH PASSIONATE CUISINE	Professional Services	Not Qualified	170	180	-	-
DLT SOLUTIONS, LLC	Information Services	Not Qualified	20,035	1,342	-	-
DOMINO'S PIZZA	Office Services	Not Qualified	202	-	-	-
DREAMSTIME	Office Supplies	Not Qualified	470	839	-	-
DYNAMIC CONTROLS, INC	Building Services	Not Qualified	6,513	-	-	-
EMAGINED SECURITY, INC	Information Services	Not Qualified	-	20,000	-	-
FE MORAN INC	Building Services	Not Qualified	1,074	93	-	-
FEDERAL COMPANIES	Professional Services	Not Qualified	-	11,019	-	-
FIRESTONE BUILDING PRODUCTS	Building Supplies	Not Qualified	100	-	-	-
GENESYS TELECOMMUNICATIONS LAB	Information Services	Not Qualified	22,463	-	-	-
GHR ENGINEERS AND ASSOCIATES	Building Services	Not Qualified	3,345	-	-	-
GOVCONNECTION, INC	Office Supplies	Not Qualified	18,156	-	-	-
GREAT HARVEST BREAD CO.	Office Services	Not Qualified	282	-	-	-
GROOM LAW GROUP, CHARTERED	Legal Services	Not Qualified	-	5,588	-	-
HARBOR FREIGHT	Building Supplies	Not Qualified	-	304	-	-
HERRIOTT'S COFFEE COMPANY	Office Supplies	Not Qualified	3,870	3,226	-	-
HOLIDAY INN HOTEL	Professional Services	Not Qualified	-	4,287	-	-
ILLINI CONTRACTORS SUPPLY	Building Supplies	Not Qualified	-	354	-	-
ILLINI FIRE EQUIPMENT	Building Services	Not Qualified	-	267	-	-
JACKSON-HIRSH INC	Office Supplies	Not Qualified	75	-	-	-
KLAUSNER, KAUFMAN, JENSEN & LE	Legal Services	Not Qualified	16,026	-	-	-
KNOWBE4, INC	Information Services	Not Qualified	-	4,698	-	-
KOFILE TECHNOLOGIES	Information Services	Not Qualified	4,968	-	-	-
KWIK-WALL	Building Services	Not Qualified	2,615	12,630	-	-
LAWRENCE L. JECKEL, M.D.	Professional Services	Not Qualified	-	1,500	-	-
LA-Z-BOY FURNITURE GALLERIES	Building Supplies	Not Qualified	1,990	-	-	-
LIAISON TECHNOLOGIES	Information Services	Not Qualified	-	8,543	-	-
LINCOLN OFFICE	Building Supplies	Not Qualified	2,842	-	-	-
LRWL INC	Professional Services	Not Qualified	215,730	26,265	-	-
MECHANICAL INC.	Building Services	Not Qualified	-	9,544	-	-
MICHAELS CATERING	Professional Services	Not Qualified	3,425	1,710	-	-
MICRO FOCUS, INC.	Information Services	Not Qualified	1,664	1,830	-	-
MID ILLINOIS CONCRETE	Building Services	Not Qualified	-	2,450	-	-
MIDWEST ENGINEERING & TESTING	Architectural and Engineering	Not Qualified	3,000	-	-	-
MIDWEST ENGINEERING ASSOCIATES	Architectural and Engineering	Not Qualified	19,133	-	-	-
MONICA-KAYE GAMBLE, ESO.	Legal Services	Not Qualified	12,281	-	-	-
MSA PROFESSIONAL SERVICES, INC	Professional Services	Not Qualified	6,542	-	-	-
NAVIGATE360, LLC	Training	Not Qualified	-	2,333	-	-
NET ZEALOUS LLC DBA TRAINHR	Training	Not Qualified	-	2,499	-	-
PRAIRIE GARDENS	Office Supplies	Not Qualified	181	-	-	-
PRECISION ENGINEERING GROUP	Architectural and Engineering	Not Qualified	1,850	-	-	-
PREMIER PRINT GROUP	Forms	Not Qualified	4,798	-	-	-
PRODIGE PROCESSING, INC	Information Services	Not Qualified	-	592	-	-
QUALITY TRAINING SOLUTIONS LLC	Training	Not Qualified	8,000	15,800	-	-
RECORD SYSTEMS, INC.	Information Services	Not Qualified	425	425	-	-
REINHART BOEMER VAN DEUREN	Legal Services	Not Qualified	-	71,933	-	-
RELIABLE PLUMB & HEAT COMPANY	Building Services	Not Qualified	264	-	-	-
RELY CO	Office Supplies	Not Qualified	-	465	-	-
REWORK BY ROE	Building Supplies	Not Qualified	525	-	-	-
RICHARD S. GOLDBERG, M.D., LTD	Professional Services	Not Qualified	2,338	2,475	-	-
ROBERT BROOKE & ASSOC.	Building Supplies	Not Qualified	434	-	-	-
SAGE SOFTWARE, INC.	Information Services	Not Qualified	6,092	6,208	-	-
SCHOONOVER SEWER SERVICE	Building Supplies	Not Qualified	130	-	-	-
SCHUREN NURSERY COMPANY	Building Supplies	Not Qualified	52	-	-	-
SEGAL	Professional Services	Not Qualified	50,000	-	-	-
SEGAL WATERS CONSULTING	Professional Services	Not Qualified	8,750	26,250	-	-
SERVICE EXPRESS, INC	Information Services	Not Qualified	17,442	2,791	-	-

State Universities Retirement System
 MWDBE Detailed Vendor Report

Service Provider Name	Service Provider Category	MWDBE Type	2019 Amount	2020 Amount	2021 Amount	Projected 2022 Budget
SERV-U	Building Services	Not Qualified	-	3,130	-	
SHOUTING GROUND TECHNOLOGIES	Information Services	Not Qualified	-	100	-	
SITEONE LANDSCAPE SUPPLY	Building Supplies	Not Qualified	-	420	-	
SMITH BURGETT ARCHITECTS INC	Architectural and Engineering	Not Qualified	-	24,469	-	
SURVEYMONKEY INC.	Professional Services	Not Qualified	360	-	-	
TERMINAL VIDEO LISTING INC.	Information Services	Not Qualified	-	5,573	-	
THE FINANCIAL TIMES LIMITED	Subscription	Not Qualified	5,457	-	-	
TLC Pest Control	Building Services	Not Qualified	900	-	-	
TOP QUALITY ROOFING COMPANY	Building Services	Not Qualified	900	930	-	
UNITY POINT HEALTH	Professional Services	Not Qualified	1,136	-	-	
UPKEEP MAINTENANCE SERVICE	Building Services	Not Qualified	78,000	41,700	-	
UPLIFT DESK	Building Supplies	Not Qualified	1,005	-	-	
VITAL SIGNS	Office Supplies	Not Qualified	125	-	-	
WALTERS AND ASSOCIATES	Legal Services	Not Qualified	-	581	-	
WAUSAU	Professional Services	Not Qualified	-	580	-	
WHITSITT & ASSOCIATES, INC	Legal Services	Not Qualified	100	-	-	
WORLD TECHNOLOGIES, INC	Professional Services	Not Qualified	-	19,500	-	
YOURMEMBERSHIP.COM, INC	Professional Services	Not Qualified	499	-	-	
ZAHN GOVERNMENTAL SOLUTIONS	Professional Services	Not Qualified	60,000	60,000	-	
Total All			4,584,780	5,979,577	6,717,915	14,121,854
			-	-	-	(estimate)
Total MWDBE			953,461	1,094,464	841,401	1,493,569
			20.8%	18.3%	12.5%	10.6%



1901 Fox Drive, Champaign, IL 61820-7333
800-275-7877 • 217-378-8800 • (Fax) 217-378-9800
www.surs.org

Organizations/Resources for Procurement Outreach:

National Minority Supplier Diversity Council (NMSDC)
Women's Business Enterprise National Council (WBENC)
The Association of National Advertisers (ANA)
Small Business Exchange (SBE)
Supplier Diversity Business Management System (SDBMS)
Mid-States Minority Supplier Development Council (MSDC)
National Association of Women Business Owners (NAWBO)
City of Chicago - Certification and Compliance System
Bid Buy (State of Illinois eProcurement system)
CMS – Diversity Compliance website (list of vendors certified as Business Enterprise Program eligible)



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Upcoming RFP's

Fiscal Year 2022

- Actuarial Audit

Fiscal Year 2023

- Staff compensation study (if we do one every 3 years)
- Purecloud
- Barber & DeAtley (future renovations)
- FileNet
- Kofax

Fiscal Year 2024

- External legal counsel
- Claims Panel legal counsel
- Fiduciary counsel
- Actuarial Consulting



SURS Procurement and Staffing Inclusion Policy



Purpose

This policy outlines the State Universities Retirement Systems (SURS) goals for diversity in our senior staff, investment managers, fiduciaries and outside vendors.

Philosophy

SURS is about people – the members we serve, the partners we conduct business with and our employees. We understand that to meet our members' needs, we must recognize the value of diversity in the

workplace and embrace our differences. That's what inclusion is all about. When people are accepted and feel valued for who they are, they are engaged, productive, creative and innovative.

That's why over the past years, SURS has done extensive work formulating what inclusion and diversity mean to us as an organization and have developed a long-term strategy that will enable us to bring our vision to life. In fiscal year 2020, SURS created the board of trustees Diversity Committee, initiated our first on-site Diverse Manager Week; and will hire a chief diversity officer to create further concrete strategies and best practices to recruit, hire and retain a diverse workforce and businesses owned by women, minorities and persons with a disability (MWDDBE).

Objectives

- Promote competitive utilization of businesses owned by minorities, females, and persons with a disability in SURS contracts, purchases and services in order to meet our set goals;
- Advance racial, ethnic, and gender diversity of SURS fiduciaries, including consultants and senior staff in order to meet our set goals;
- Create a culture of inclusion to ensure a strong, productive work environment; and
- Assure compliance with Illinois statutes

Policy

SURS is responsible for the prudent administration of SURS members' trust fund. SURS strives to ensure that members and taxpayers receive the maximum value for each dollar spent. To this end, SURS recognizes that promoting diversity of fiduciaries and vendors provides an open, competitive and diverse business environment and allows us to draw from the wisdom of a workforce that reflects the population we serve and better meets the needs of our members.

SURS procurement and employment processes will further diversity in vendors and fiduciaries, including consultants and senior staff.

SURS employment processes to promote racial, ethnic and gender diversity of SURS fiduciaries, including senior staff must be developed to work in tandem with existing State University Civil Service System law when appropriate. To this end, SURS is committed to the ongoing efforts to seek job candidates from underrepresented groups, bring them into the organization, and offer additional growth/leadership opportunities with the intent of creating mutually beneficial long-term employment partnerships.

SURS procurement process includes a concerted effort to attract qualified minority, female owned business enterprises, and businesses owned by a person with disability (as defined by the Business Enterprise for Minorities, Females, and Persons with Disabilities Act: collectively, "MWDBE") to participate in the procurement process. SURS further commits to the objective evaluation of all qualified businesses regardless of race, gender or handicap in fair consideration of all suppliers and consultants in the acquisition of goods and services.

SURS stresses its goal of inclusion of MWDBE firms among prospective providers of purchased goods and services. Special efforts will be made to ensure identification of eligible firms for inclusion in the bid process, including monitoring of MWDBE-related listings to identify possible MWDBE contractors and service providers. MWDBE firms will be identified using resources such as the United States Small Business Administration, Illinois Central Management Services Business Enterprise Program and other public agency resources. SURS will seek new ways to expand our efforts to do business with MWDBE suppliers and consultants.

If necessary, SURS will take proactive action to ensure that certified minority-owned, women-owned and disabled-owned business enterprises are provided notice of and given the opportunity to demonstrate their ability to provide products and services at competitive prices. SURS staff who either directly or indirectly determine procurement needs or procurement decisions will seek and encourage MWDBE businesses to submit bids each time SURS publishes a request for bids or proposals.

SURS contracts require vendors to avoid unlawful discrimination in employment and to assure equality of employment opportunity and compliance with the Illinois Department of Human Rights' regulations concerning equal employment opportunities and affirmative action.

Pursuant to 40 ILCS 5/1-109.1 (10) SURS shall set an aspirational goal of no less than 20% utilization of businesses owned by minorities, females, and persons with disabilities of contracts awarded for "information technology," "accounting services," "insurance brokers," "architectural and engineering services" and "legal services."

SURS has set a goal of 25% for purchases from businesses owned by minorities, women, and persons with a disability as a share of all of its contracts and purchases. This information will be tracked by the chief financial officer and reported annually as required by Public Act 96-0006.

SURS has set a goal to promote diversity from the top down and the bottom up to ensure a culture of inclusivity. SURS will also recruit from a diverse, qualified pool of potential applicants to increase the racial, ethnic, and gender diversity of its senior staff. This information will be tracked by the director of human resources and reported annually as required by Public Act 96-0006.

(Aug. 2019)