

MINUTES OF THE DIVERSITY EQUITY INCLUSION AND ACCESSIBILITY COMMITTEE MEETING OF THE PLEASURE DRIVEWAY AND PARK DISTRICT OF PEORIA, ILLINOIS, HELD TUESDAY, JANUARY 16, 2024 AT 10:00 AM AT THE PEORIA PARK DISTRICT BONNIE NOBLE CENTER FOR ADMINISTRATION AT 1125 W. LAKE AVENUE, PEORIA, IL

MEMBERS PRESENT: Vice President and Chair Alexander Sierra, Trustee Timothy Bertschy (v) (in at 10:20 am), Pastor Marvin Hightower, and Executive Director Emily Cahill
Note: (v) = Attended Virtually

MEMBERS ABSENT: Sherry Carter-Allen

TRUSTEES PRESENT: Trustees Timothy Bertschy, Joyce Harant, and Vice President Alexander Sierra

STAFF PRESENT: Executive Director Emily Cahill, Deputy Director Brent Wheeler, Attorney William Streeter, Brianna Cobb (v), Matt Freeman, Becky Fredrickson, David Gray, Chanel Hargrave-Murry, Katie Van Cleve, Tammy Johnson, Scott Loftus, Shalesse Pie, Karrie Ross, Nicole Staley, and Alicia Woodworth

OTHERS PRESENT: None.

1. CALL TO ORDER

Trustee Sierra called the meeting to order at 10:01 am.

2. ROLL CALL

3. MOTION TO PERMIT COMMITTEE MEMBER TO ATTEND MEETING ELECTRONICALLY

No request to attend meeting electronically was received.

4. MINUTES

4.A. Approval of October 17, 2023 and November 14, 2023 DEIA Committee Meeting Minutes

Executive Director Cahill moved to approve the DEIA Committee meeting minutes of October 17, 2023 and November 14, 2023. Motion seconded by Vice President Sierra. Motion passed by roll call vote as follows: Executive Director Cahill, Pastor Hightower, and Vice President Sierra (3 Ayes; 0 Nays).

5. PROCESS/POLICY UPDATES

5.A. Park District Strategic Plan

Vice President Sierra stated that every year, Executive Director Cahill develops the strategic plan that helps guide the Board and committees contribute to the District's focuses. He requested Executive Director Cahill present the strategic work plan as it applies to the commitment to DEIA be presented to this committee for its input and feedback.

Executive Director Cahill stated that after conversations with the Board last year about the fast-changing world and community we are living in, the District feels comfortable focusing strategic plan efforts one year at a time, until things are at a stabilized point

with some of the efforts that are being implemented. The District has “lived” with the Commitment to DEIA longer than the other two commitment documents (environmental sustainability and vibrancy), as part of its foundation in not only strategy but also operations. The strategic plan shows how we have approached our work together over the last several years. After the DEIA Committee’s review and feedback, the action plan will show the specific steps to be taken and timeline. *Please see Attachment A.*

Pastor Hightower asked how involved in this process will the new DEIA Officer be? Executive Director Cahill stated that Brianna Cobb’s initial focus will be on Pillars Two and Four and then eventually to Pillar Three. It is Executive Director Cahill’s initial plan for the DEIA Officer to look at the integration of DEIA principles in that we look like the District that we serve we are welcoming. As such, her primary focus will be to learn the work of the Peoria Park District and then to work with staff to make sure that this is a part of everything they do. As she’s building those relationships tied to how we support our community, the piece with contractors will come in. Eventually, the DEIA Officer and the Vendor & Contractor Compliance Manager will become a very powerful team, building relationships in the community so that we do continue to approach this issue from a four-pillar standpoint, as one cohesive unit focused on DEIA and how we serve and support the community.

Katie Van Cleve asked in regards to the first goal in Pillar Two, “Build a workforce that looks like the community we serve,” given that we collect limited demographic information on staff at the moment, how will we know we’ve achieved success? Executive Director Cahill stated that establishing that goal/metric can be very confusing. As such, the committee needs to revisit that. However, with that goal is, it is more than race or gender. The District has been having conversations about internships and employment opportunities with those that would be much more on the inclusion side. Executive Director Cahill stated that for now, she’s not exactly certain how we know we’ve achieved success because those metrics haven’t yet to be agreed upon. If the District is to truly measure those metrics, there needs to be goals/targets in place with follow up action steps. Vice President Sierra stated that he agrees. Shalesse Pie stated that there are several data points that can and can’t be asked of potential candidates/employees and if the Committee would like, she could invite PDRMA to a DEIA Committee meeting to discuss. Vice President Sierra stated he would definitely like to start the conversation as early as the next meeting about what are the metrics that the Park District can offer in the application process.

In order to document that the DEIA Committee reviewed and discussed the Strategic Plan document as presented, Vice President Sierra requested a roll call vote of committee members. Pastor Hightower MOVED TO RECEIVE AND FILE the Park District’s 2024 Strategic Plan. Motion seconded by Executive Director Cahill and carried on the following roll call vote: Vice President Sierra, Pastor Hightower, and Executive Director Cahill. Trustee Bertschy attended the meeting virtually and is unable to vote on matters, however, he expressed his agreement and approval on this matter.

6. NEW BUSINESS

6.A. Pillar One: Equitable Access to Parks, Facilities, and Programming

As requested at the last DEIA Committee meeting on November 14, Executive Director Cahill provided the Fees & Charges Rationale and overall philosophy of the 75 programs and events for FY2024. *Please see Attachment B.* In addition, Scott Loftus provided photos of the DREAM2 holiday showcase.

6.B. Pillar Two: Focus on the PPD Workforce

Shalesse Pie presented the November 2023 and December 2023 Workforce Statistics. *Please see Attachment C.* Vice President Sierra noted that it appears that not only is the Park District meeting the benchmark of minority representation in the workforce aligning with the minority community it serves, but exceeding it.

6.C. Pillar Three: Actively Promote and Encourage the Diversity, Equity, Inclusiveness and Accessibility of PPD-Funded Contractors and Suppliers

Tammy Johnson presented the 2023 Qualifying Construction Contracts Workforce Goals report. *Please see Attachment D.* Vice President Sierra asked, in relation to a conversation had previously in a DEIA Committee meeting concerning enforcement of the contractor requirement to examine their job classifications to determine if minority persons or women are underutilized and will take appropriate affirmative action to rectify any such underutilization, should be noted as a strategy? To build out the multiple layers and approach of how to enforce contractor's compliance? Or should it be in one of the existing strategies? Tammy Johnson stated that she believes it could be addressed in Strategy 2.1 of Pillar Three that has the goal of "Continue implementation of the District's Qualifying Construction Contracts Policy and Workforce Goals. Strategy 2.1 states "Continue efforts to refine vendor-facing process and materials with a focus on increasing DEIA participation and provide regular status updates on the same to DEIA Committee." The enforcement process can be built out within a new Strategy, 2.2.

6.D. Pillar Four: Support Community Workforce Development

David Gray presented the 2023 internship data and information to date. *Please see Attachment E.* Recruitment efforts are underway for the starting February intern cohort.

7. PENDING BUSINESS

Vice President Sierra stated that currently, there are four DEIA Committee member applications. He stated that the Committee as a whole can discuss and determine who to welcome into the Committee, or, that responsibility could be delegated to both himself and Trustee Bertschy, as Chair and Vice Chair. This will only be a recommendation to President Johnson as he, as President, makes the actual appointment. Through discussion, the Committee agreed that Vice President Sierra and Trustee Bertschy will discuss and then bring back to the Committee their recommendations.

8. OTHER BUSINESS

None at this time.

9. ACTION ITEMS REVIEW

1. Return to conversation about workforce target goals for demographics.
2. Share the administrative procedure for events and rentals.
3. Update the Strategic Plan document to reflect the performance and workforce.
4. Trustee Bertschy and staff will meet to discuss the Human Rights Act as it applies to Pillar Three.
5. Vice President Sierra and Trustee Bertschy will meet to discuss the committee's desired criteria for membership and whether the current applicants meet those criteria. Vice President Sierra will then confer with President Johnson to ensure that the application and selection of DEIA Committee members is acceptable. Finally, Vice President Sierra and Trustee Bertschy will then meet to determine next steps.

10. NEXT MEETING

Tuesday, February 20, 2024 at 10:00 AM

11. ADJOURNMENT

At 11:40 am Pastor Hightower made a motion to adjourn the meeting. Motion second by Executive Director Cahill and carried on unanimous voice vote.

Respectfully Submitted by Alicia Woodworth
Executive Assistant and Board Secretary

2024 Strategic Work Plan
Peoria Park District

OUR COMMITMENT TO DIVERSITY, EQUITY, INCLUSION AND ACCESSIBILITY

Pillar One *Equitable Access to Parks, Facilities, and Programming:*

Goal: Offer programs in diverse geographic locations across the District to increase access.		
Strategy 1.1	Establish measurable goals for geographic spread and fees/charges of programs and events across the District's reach.	Program staff in consultation with DEIA and Program Committees
Goal: Simplify processes where possible.		
Strategy 2.1	Update the rental/field trip process for recreation facilities by implementing online reservation systems (where possible) and simplifying fee structures for consistency and to support non-profit access to programs and spaces. .	Business/Recreation Administration and Rental Ad Hoc Working Group
Goal: Improve physical access to parks and trails.		
Strategy 3.1	Build out and implement a plan for purchase of and use of Trak Chairs.	Relevant leadership team members with input from DEIA Committee

Pillar Two: Focus on the PPD Workforce

Goal: Build a workforce that looks like the community we serve.		
Strategy 1.1	Identify opportunities for middle-school and early high school workforce development opportunities that engage youth in Peoria Park District positions to include a comprehensive Counselor-in-Training (CIT) program within our camp program to provide professional development opportunities for 13-15 year olds.	Camp Leadership with support of HR Department
Strategy 1.2	Expand marketing campaign focused on building a diverse workforce.	HR/Marketing
Goal: Define what success looks like and build a model that supports staff to achieve these goals.		
Strategy 2.1	Build out a process for establishing measurable goals for numbers of programs/events and participation and then track as part of evaluation process.	Executive Staff
Strategy 2.2	Build out a process for establishing measurable goals for maintenance and administrative staff and track as part of	Executive Staff

	evaluation process.	
Goal: Support the growth and development of existing staff.		
Strategy 3.1	Develop a process for leadership/staff development training program that focuses on both general leadership and industry-specific expertise. Begin with implementation of customer service training across all PPD locations.	Executive Team/HR Department/Consultant

Pillar Three: Actively Promote and Encourage the Diversity, Equity and Inclusiveness of PPD-Funded Contractors and Suppliers.

Goal: Proactively identify contracting and procurement needs and identify diverse vendors for each category of spend.		
Strategy 1.1	Develop a strategy for increasing diverse vendor spend for goods and services and implement and report on the same semi-annually.	Purchasing, Planning
Goal: Continue implementation of the District's Qualifying Construction Contracts policy and Workforce Goals.		
Strategy 2.1	Continue efforts to refine vendor-facing process and materials with a focus on increasing DEIA participation and provide regular status updates on the same to DEIA Committee.	Planning and Compliance Manager
Goal: Develop an internal database of diverse vendors for easy reference in direct buy, quote and bid projects.		
Strategy 3.1	Establish universal database to house existing, new, and potential vendors with a column dedicated to diverse vendor business classification, using state and local resources for the same..	Planning/Purchasing
Goal: Reduce administrative obstacles with a revamp of the Vendor Registration Portal.		
Strategy 4.1	Build out a searchable vendor information data collection process and registry for use in administrative tracking of diverse businesses.	Purchasing

Pillar Four: Support Community Workforce Development

Goal: Implement District-wide programming focused on career engagement and exposure.		
Strategy 1.1	Plan for and implement Be Anything! Week to be held the first full week in May each year to promote career exploration, utilizing World Wide Day of Play to extend the reach of the effort.	Events Team, PlayHouse staff, Workforce Development Team
Goal: Enhance Internship Program		
Strategy 2.1	Work cross-departmentally to target desired groups of students or groups for internship pipeline, building in park experiences and benefits to further educate and showcase the Peoria Park District.	Workforce Development Working Group, David Gray, Chanel Hargrave-Murry, HISRA
Goal: Engage and collaborate with external groups to support growth of minority workforce initiatives.		
Strategy 3.1	Establish relationships with local government units (city, county, school, PHA, etc) , business/trade associations, unions, special interest groups, and other relevant entities to aid in building	DEIA Officer, Compliance Manager

	network that supports increased DEIA participation in District projects.	
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OUR COMMITMENT TO ENVIRONMENTAL SUSTAINABILITY

Pillar One: Protection of the Biosphere

Goal: Promote reclamation, acquisition, protection, and environmentally sensitive management of open space, wetlands, river corridors, natural habitats, greenways, and trails.		
Strategy 1.1	Review and revise, if needed, land acquisition priorities for the District, with a focus on urbanized areas.	Parks/Planning/EIS
Goal: Encourage landscape management that will provide habitat for native species of plants and animals.		
Strategy 2.1	Establish criteria for moving green space in parks to native habitat restoration and/or enhancement of current no-mow areas to support native species and implement.	Parks/Planning/EIS
Goal: Monitor and plan for ongoing effects of climate change on our local ecosystems and infrastructure.		
Strategy 3.1	Develop and implement process for retaining an outside consultant to support mitigation efforts of climate change. These strategies may include, but are not limited to grant funding, fleet management, and facility/property management.	Parks/Planning/EIS

Pillar Two: Environmental Education and Interpretation

Goal: Create and provide programs, facilities, and exhibits which help people gain understanding and appreciation of nature, and in turn, develop an environmental ethic, throughout our operational scope.		
Strategy 1.1	Define metrics for tracking program effectiveness, including participant tracking and educational goals for the Department. Assess current inventory and revise offerings to maximize impact.	EIS
Strategy 1.2	Build out and implement a marketing strategy focused on environmental stewardship and benefits of nature.	EIS and Marketing Team

Pillar Three: Conservation of Energy

Goal: Improve building efficiencies by designing landscape that works in conjunction with building design to enhance energy efficiencies (e.g. solar gain, wind infiltration, stormwater management).		
Strategy 1.1	Evaluate current landscaping and build out a plan for proper tree placement around buildings and replacement of turf grass ditches with bioswales, and other efforts that will support energy efficiency.	Parks/Planning
Goal: Implement steps to reduce the overall carbon footprint of the District through carbon fuel reduction strategies by focusing efforts on reducing fossil fuel usage for transportation, grounds maintenance, and building controls.		
Strategy 2.1	Create fleet replacement plan that prioritizes fuel efficient, hybrid, or electric vehicles. Prioritize research of viability of purchase of electric buses.	Parks/Fleet Manager/ Energy Consultant
Strategy 2.2	Develop and operationalize a process that prioritizes energy efficiency in new construction and renovation projects (including mechanical equipment, alternative energy generation, insulation, etc.).	Planning/Design/ Construction

Pillar Four: Use of Environmentally Sensitive and Safe Products

Goal: The District will keep up with industry best management practices for reducing environmental impacts of chemicals, products, and materials throughout the District's operations.		
Strategy 1.1	Standardize District procedure for pesticide use based on best management practices established by research and science. Document District efforts on a centralized spreadsheet.	EIS/Parks/Golf/Luthy /Zoo
Goal: Procurement of materials for District-wide use, should emphasize use of recycled/recyclable, and lowest impact products available when financially reasonable.		
Strategy 2.1	Build out a district-wide policy/expectation for use of eco-sustainable items in District gift shops. (This should include not using plastic bags, building a plan for sale of non plastic plush toys, bird friendly, fair trade items).	Retail ad hoc working group/ EIS leadership
Strategy 2.2	Establish an administrative policy for use of eco-friendly products in warehouse and phase out non-sustainable items	Green Team/ Purchasing

Pillar Five: Reduction and proper disposal of waste

Goal: Manage facilities, programs, and events in ways that reduce production of non-recyclable waste, or waste that can contribute to community litter.		
Strategy 1.1	Prioritize use of recyclable/sustainable materials by vendors, within PPD vending, and at PPD events.	Events Team/Facility Managers
Goal: Help promote community wide recycling efforts and provide on-site recycling in parks, facilities, and at events where possible.		
Strategy 2.1	Develop a strategy for increasing access to recycling bins in parks, facilities and event venues. Include access at nearby community locations in analysis.	Green Team/EIS/Parks

OUR COMMITMENT TO VIBRANCY

Pillar One: Connection: Improve or establish better connection points to our community and each other.

Goal: Build stronger connections		
Strategy 1.1	Build a measurable strategy for improved volunteer engagement and coordination and implement.	Melinda Huett and Leadership Team
Strategy 1.2	Develop a timeline and implementation strategy for moving Peoria Zoo to RecTrac to improve user registration access.	Zoo staff and RecTrac Implementation Team
Strategy 1.3	Establish a dashboard that tracks and reports metrics related to connections across the District both internally and externally	Executive and Advancement Teams
Strategy 1.4	Raise profile of the District through execution and marketing of PPD signature events to encourage increased participation.	Signature Events working group and Marketing Team
Goal: Develop a consistent accessible Naming Rights process to generate revenue to support the ongoing maintenance of District assets.		
Strategy 2.1	Work with board to develop policy for naming opportunities to include naming rights and parameters associated with the same, including application of income stream for maximized impact on sustainability.	Advancement Team and Board
Goal Build connections between staff to improve communications and effectiveness.		
Strategy 3.1	Develop clearer strategies for use of technology to improve information sharing across locations: intranet vs. synology, use of general email addresses on website/print materials, facilitate annual RecTrac training/Q&A/review.	IT and Leadership Teams, with support from Marketing Team

Pillar Two: Resiliency: Improve our ability to adapt to change in ways that support faster recovery from environmental, social or economic shifts.

Goal: Figure out what we can take care of and make responsible choices regarding property acquisition or divestment, as well as maintenance such that all of our resources are at the highest levels..		
Strategy 1.1	Complete property assessments and make recommendations for Merkle Ford and Tawny Oaks houses.	Parks/Planning/EIS
Strategy 1.2	Develop long-term timeline for improvements in golf and at Peoria Zoo and Owens Center. Build out plan for resource allocation to support these necessary improvements.	Finance Committee, Planning and Executive Team
Goal: Improve capacity to expand and improve major giving from the community to support the District.		
Strategy 2.1	Build out a plan to increase major and planned giving to the District.	Advancement Team
Strategy 2.2	Coordinate and support PZS capital campaign for Peoria Zoo improvements.	Executive Team

Pillar Three: Health: Support access to education, housing, jobs, safety, and equitable allocation of resources to support a healthier community.

Goal: Plan for the future of the RiverPlex.		
Strategy 1.1	Build out a plan for assessment of future operations and financial stability at RiverPlex.	Strategy Committee
Goal: Assess the 3rd of July and other special events with the goal of maximizing safety and community engagement.		
Strategy 2.1	Conduct an assessment of and build out recommendations for improving the safety of community public events hosted by the District.	Programming Committee
Strategy 2.2	Create a program/event checklist from start to finish including identification of a call to action at the end of the event to bridge to the next program/activity.	Marketing and Programming Teams
Strategy 2.3	Create a process and expectation for conducting an environmental impact analysis when event planning.	Staff

Pillar Four: Inspiration: Prioritize our role as a culture builder in our community, with a focus on providing a great place to live, work and play.

Goal: Address user experience concerns in Upper Bradley Park resulting from removal of Christopher Columbus Statue.		
Strategy 1.1	Build out and execute a plan to provide vibrant replacement to Columbus statue in Upper Bradley Park.	Staff/Board
Goal: Serve as a community builder and connector		
Strategy 2.1	Develop a sustainable model for Play It Forward program and implement.	Athletics Staff
Strategy 2.2	Develop a sustainability plan for mobile recreation programming.	Recreation Department.
Strategy 2.3	Build out strategy for celebration of both the 130 th anniversary of the District and the 25 th SoulFest, capitalizing on community building opportunities associated with both.	Leadership Team, Advancement, and Board
Strategy 2.4	Develop clear measurable objectives related to marketing campaigns that showcase the District and its expertise.	Advancement

FEES & CHARGES Rationale

Fiscal Year 2024

The Peoria Park District is committed to providing services in our spaces and places that are inclusive, impactful, and grounded in social equity principles. Using these commitments, District staff and board work to strike a balance between access and inclusiveness and responsible allocation of resources that supports sustainability of the District and community. This balance changes based on the type of service offered.

Below is a review of the different categories of service provided by the District and the current approach being applied:

- a. *Admissions/Specialized spaces/services:* This part of the District's inventory is specifically focused on providing access to amenities in our community that, now and/or at the time of development, could not be sustained locally by the private sector. These offerings are essential to a vibrant, attractive community and include Peoria Zoo, Peoria PlayHouse Children's Museum, PPD Golf, the RiverPlex Recreation and Wellness Center, and Owens Ice Center.

Fees for these facilities should be set such that they are competitive with other comparable offerings in the larger region and that they defray the costs associated with operations to the fullest extent possible.

District scholarships, donation days, and the Summer of Fun program, as long as it is a viable financial option for the District, should be relied upon to ensure accessibility of these locations and associated services, rather than artificially keeping prices low.

- b. *Memberships:* Generally, memberships provide an opportunity that is both cost-effective and that encourages brand loyalty to a District facility or service. When there are increases in single admission rates across most, if not all, facilities, a corresponding increase in membership rates is both justifiable and necessary to generate some additional revenue to support rising expenses.
- c. *Programming:* The District provides a multitude of activities that are focused on improving our patrons' health and wellness and/or building skills. Generally, fees should be placed at a rate that ensures accessibility. When programs are more specialized and target advanced skill development or niche audiences, fees should be more competitive with the private sector and rely less on public tax subsidy to make a program budget viable and sustainable.

Fees should cover the costs of staff, program supplies, and contractual services as much as possible, EXCEPT where the subject matter builds basic life wellness skills or the target audience of the service is primarily economically distressed.

- d. *Community Programs/Events*: The District supports a wide range of activities that draw from both local and regional audiences and contribute to community vibrancy. Where the event relies upon District resources to plan, facilitate, and execute, associated fees should combine with sponsorship support to minimize tax support of this work. With significant community support of many PPD events, events like WorldWide Day of Play, 3rd of July, and Earth Day are free to the public.

Where fees are necessary for sustainability, passes will be provided through other District programs, local schools or service organizations to ensure participation and access by local residents in economically distressed neighborhoods.

- e. *Rentals and Impact on Access to Open Space*: The District allocates a significant portion of its tax revenues to support open green space and amenities throughout its service area.

Generally, there is no fee associated with this access and that is by design. However, where a park, park amenity, or park facility (in whole or in part) is reserved for the exclusive use of an individual or group and/or where staff time is required for direct oversight or support, fees should be charged to recover the costs associated with that use to include both direct and indirect costs.

To ensure accessibility of park space and amenities for this category of use, the District shall offer a select number of its picnic shelters for reservation use at a rate that is accessible to interested patrons, but that helps to defray the specific costs of said usage.

November 2023 Workforce Stats

Total Staff	-	-	Full-Time Staff	
White Female	266		White Female	42
White Male	238		White Male	71
Asian Female	12		Asian Female	1
Asian Male	5		Asian Male	0
Black Female	53		Black Female	8
Black Male	62		Black Male	15
Hispanic Female	11		Hispanic Female	2
Hispanic Male	13		Hispanic Male	3
American Indian/Alaskan Native Female	0		American Indian/Alaskan Native Female	0
American Indian/Alaskan Native Male	0		American Indian/Alaskan Native Male	0
Native Hawaii/Pacific Islander Female	1		Native Hawaii/Pacific Islander Female	0
Native Hawaii/Pacific Islander Male	1		Native Hawaii/Pacific Islander Male	0
Other Female	0		Other Female	0
Other Male	0		Other Male	0
Two or More Races Female	12		Two or More Races Female	1
Two or More Races Male	9		Two or More Races Male	4
Total	683		Total	147
Total Minority	179		Total Minority	34
% Minority	26.21%		% Minority	23.13%
			Total Number of Leadership Positions**:	82
			Leadership positions filled by minority staffers	18
			Minority percentage of total leadership	21.95%
			Percentage of total minorities to serve in leadership roles	52.94%

(18/34)

Minority Percentages	This Month (December 2023)	Three Months Ago (September 2023)	Six Months Ago (June 2023)
Total Staff	26.21%	23.59%	25.19%
Full Time Staff	23.13%	21.83%	22.07%

**Minority Leaders: Asst. Managers/Crew Leaders - Managers or equivalent/Foremen - Supervisors or equivalent - Superintendents - Directors

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American Indian/Alaskan Native Female	0		American Indian/Alaskan Native Female	0
American Indian/Alaskan Native Male	0		American Indian/Alaskan Native Male	0
Native Hawaii/Pacific Islander Female	1		Native Hawaii/Pacific Islander Female	0
Native Hawaii/Pacific Islander Male	1		Native Hawaii/Pacific Islander Male	0
Other Female	0		Other Female	0
Other Male	0		Other Male	0
Two or More Races Female	12		Two or More Races Female	1
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ATTACHMENT D

2023 QUALIFYING CONSTRUCTION CONTRACTS - PARTICIPATION GOALS*

Rev 01/05/2024

Per Peoria Park District Policy Section 5.00 Solicitation and Hiring for Qualifying Construction Contracts: Peoria Park District shall as permitted by law: (1) endeavor to award not less than 20% of the total dollar amount of the Park District’s Qualifying Construction Contracts to Minority-owned Businesses and not less than 5% of the total dollar amount of the Park District’s Qualifying Construction Contracts to Women-owned Businesses (“Participation Goals”).

“Qualifying Construction Contracts” means any or all construction projects with an estimated total base cost of \$50,000 or more.

Project	Contractor	DBE	Project Complete (Y/N)	BID/QUOTE						ACTUAL					
				Total \$	\$ to Subs	\$ MBE (inc subs)	% MBE (inc subs)	\$ WBE (inc subs)	% WBE (inc subs)	Total \$ w/ COs	\$ to Subs	\$ MBE (inc subs)	% MBE (inc subs)	\$ WBE (inc subs)	% WBE (inc subs)
Morton Site Improvements	SF Pauli	X	N	\$ 142,696		\$ 66,700	47%	\$ 0	0%	\$ 135,561	\$ 66,700	\$ 66,700	49%	\$ 0	0%
Logan Site Improvements	JIMAX	X	N	\$ 102,697		\$ 4,200	4%	\$ 0	0%	\$ 137,030	\$ 69,647	\$ 0	0%	\$ 0	0%
GOP Site Work	ICCI	X	N	\$ 149,836		\$ 5,000	3%	\$ 5,200	3%						
District Wide Chip and Seal	RA Cullinan	X	Y	\$ 85,675	\$ 5,560	\$ 0	0%	\$ 5,560	6%	\$ 85,675	\$ 5,560	\$ 0	0%	\$ 5,560	6%
Proctor Roof Tile Repair	Kreiling	WBE	Y	\$ 52,309	\$ 0	\$ 0	0%	\$ 52,309	100%	\$ 74,034	\$ 0	\$ 0	0%	\$ 74,034	100%
Detweiller North Rd	Taz Cty Asph	X	Y	\$ 98,900	\$ 0	\$ 0	0%	\$ 0	0%	\$ 98,900	\$ 0	\$ 0	0%	\$ 0	0%
GLC Netting & Poles	Midwest Netting	X	Y	\$ 128,805	\$ 24,000	\$ 0	0%	\$ 0	0%	\$ 128,805	\$ 0	\$ 0	0%	\$ 0	0%
HISRA Roof Coating	Kreiling	WBE	N	\$ 105,108	\$ 0	\$ 0	0%	\$ 105,108	100%						
TOTAL				\$ 866,026	\$ 29,560	\$ 75,900	9%	\$ 168,177	19%	\$ 660,005	\$ 141,907	\$ 66,700	10%	\$ 79,594	12%
GOAL							20%		5%		22%		20%		5%

*This report contains only those Qualifying Construction Contracts bid after the policy was enacted in March 2023

Rev 01/05/2024

"Qualifying Construction Contracts" means any or all construction projects with an estimated total base cost of \$50,000 or more.

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Intern Data Presented 1.16.24

Total High School:	9
Total College:	17
<u>Ethnicity</u>	
Black/African American:	11
Asian:	1
Hispanic:	3
Two or More Races:	4
White:	7
<u>Gender</u>	
Male:	12
Female:	14

<u>Facilities/Departments Supported</u>
Proctor Recreation Center
Lakeview Recreation Center
Peoria PlayHouse Children's Museum
Owens Center
Noble Center
Luthy Botanical Garden
Parks Division
IT
Marketing
Human Resources
Recreation Administration
Risk Management
Peoria Zoo
Purchasing Department