

**MINUTES OF THE DIVERSITY EQUITY INCLUSION AND ACCESSIBILITY COMMITTEE MEETING OF THE PLEASURE DRIVEWAY AND PARK DISTRICT OF PEORIA, ILLINOIS, HELD TUESDAY, OCTOBER 15, 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 and Vice Chair Timothy Bertschy (left at 11:17 am), Executive Director Emily Cahill, Sherry Carter-Allen, Pastor Marvin Hightower, Brooke Sommerville, Devon Hawks, and Jodi Scott representing Advocates for Access

**MEMBERS ABSENT:** None

**TRUSTEES PRESENT:** Trustees Timothy Bertschy, Laurie Covington, Joyce Harant, Reagan Leslie Hill, Vice President Alexander Sierra, and President Robert Johnson (in at 10:17 am)

**STAFF PRESENT:** Executive Director Emily Cahill, Brianna Cobb, Becky Fredrickson, Matt Freeman, David Gray, Chanel Hargrave-Murry, Scott Loftus, Karrie Ross, Nicole Staley, Jenny Swanson, Katie Van Cleve, Attorney William Streeter, Attorney Kevin Day, and Alicia Woodworth

**1. CALL TO ORDER**

Vice President Sierra called the meeting to order at 10:05 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 August 20, 2024 DEIA Committee Meeting Minutes**

Trustee Bertschy moved to approve the DEIA Committee meeting minutes of August 20, 2024. Motion seconded by Sherry Carter-Allen. Motion passed by unanimous Aye voice vote.

**5. PROCESS/POLICY UPDATES**

**5.A. Applicant Voluntary Self-Identification of Demographic Information**

Brianna Cobb stated that per the direction of this committee, staff researched best practices for collecting voluntary self-identification of demographic information of park district employees. The benefit of collecting voluntary demographic information is to support well-intentioned leadership directives rooted in the belief that diversity and belonging are moral and ethical imperatives to foster organizational health. Gathering and tracking data of this kind is the best way to understand employees' experiences from various perspectives and create an environment where everyone feels valued. With this information, we can understand our employee population and offer events, resources, training, and potential benefit expansion to better support staff's various needs. Below, you will find research, recommendations, and considerations developed by staff based on findings related to this effort.

Research:

- After consulting with PDRMA representatives, asking voluntary self-identification and demographic questions or attempting to collect this information prior to hire is not advised and is discouraged.
- To circumvent this concern, the staff decided to ask for a few additional bits of demographic information when employees fill out their voluntary and self-identified EEOC-1 information during the application process and after being hired.
- Staff plans to gauge the perception of this effort in this year's annual staff survey, which was sent out on Tuesday, October 8th, 2024. Staff wants to see how comfortable current Peoria Park District staff are with sharing voluntary self-identified demographic information. Employee's will be informed that they can utilize their Paycom self-service portal to update this sensitive information, should they choose to do so.

**Recommendation:**

During our **application process**, applicants are currently asked to voluntarily submit information about the following areas:

**Are you able to perform the essential functions of your job with or without a reasonable accommodation?**

Response options:

- a.) Yes*
- b.) No*

Then, the following question is asked based on their Yes/No response.

*If yes, type "N/A". If no, what accommodations are needed?*

Hiring managers have access to this information.

**Voluntary Self-Identification of Veteran Status:**

**To help us better understand our applicants, we invite you to voluntarily identify your veteran status. This information is confidential, used only for reporting, and will not affect your application. Participation is optional.**

Response options:

- a.) I am a veteran*
- b.) I am not a veteran*
- c.) I do not wish to self-identify*

**Voluntary Self-Identification of Disability Status:**

**To help us better understand our applicants, we invite you to voluntarily identify your disability status. This information is confidential, used only for reporting, and will not affect your application. Participation is optional.**

Response options:

- a.) *I have a disability*
- b.) *I do not have a disability*
- c.) *I do not wish to self-identify*

**Gender:**

Response Options:

- a.) *Male*
- b.) *Female*
- c.) *I do not wish to self-identify*

**Ethnicity:**

Response Options:

- a.) *Hispanic*
- b.) *Not Hispanic*
- c.) *Do not wish to self-identify*

**Race:**

Response Options (drop-down menu):

- White*
- Black or African American*
- Native Hawaiian or Other Pacific Islander*
- Asian*
- Native American or Alaskan Native*
- Two or More Races*

With committee approval and consensus, the **staff wants to add** the following questions to our application process:

**Are you a caregiver?**

- a.) *YES*
- b.) *NO*
- c.) *I do not wish to self-identify*

Goal: This will illuminate how many people on staff are parents (biologically and adoptive), guardians of young people or other family, caregivers to older family members, and family members living with a disability or mental illness. Can be used to build policies that support staff who have caregiver commitments (e.g., Chicago Park District offers 8 hours of Paid Parental Leave time annually, which can be used for appointments, conferences, meetings, and assemblies.)

**Are you bilingual?**

- a.) *YES*
- b.) *NO*
- c.) *I do not wish to self-identify*

Goal: Gathering this information will enable us to identify how many employees use English as a second language, ensuring that we provide adequate support for language diversity.

**Are you LGBTQ+:**

- a.) *YES*
- b.) *NO*
- c.) *I do not wish to self-identify*

Goal: Gathering this information will help to build community and safety for LGBTQ+ staff, would help identify the need for an LGBTQ+ Employee Resource Group in the future, would help leadership and executive staff gear events, literature, or resources toward LGBTQ+ staff, could potentially grow our awareness of where this employee population feels welcomed in the district and where they do not and could help connect potential mentors new-comer employees with those who have been in their role for a longer period of time.

**Are you religious?**

- a.) YES
- b.) NO
- c.) I do not wish to self-identify

Goal: To spread awareness of religious and/or cultural affiliations beyond one's personal lens, to better inform staff across the district about the various cultural and/or religious observations that their coworkers observe, and to inform staff of how these cultural and/or religious observations might influence how a coworker behaves during certain periods of the year.

(e.g., Ramadan, when Muslims fast every day from dawn to sunset.)

**Preferred Gender:**

- a.) Man
- b.) Woman
- c.) Non-Binary
- d.) Transgender Man
- e.) Transgender Woman
- f.) I do not wish to self-identify

Goal: To allow employees to self-identify to their particular comfort level.

Pending responses to the annual staff survey and committee and board approval, we do have plans to discuss adding the optional field information for our **staff to complete in their Paycom employee self-service paperwork.** (Please note that employees change this information at will.)

**Consideration:**

- Staff perception of this request.
- Staff participation when offering voluntary self-identification of demographic information.
- Fear of workplace retaliation or 'being othered' when sharing or disclosing voluntary, self-identified demographic information.
- Legal concerns, as informed and advised by PDRMA.
- Moving forward with the understanding that some staff will not participate.

Jodi Scott expressed concerns about the questionnaire, stating the question of *are you able to perform the essential functions of your job with or without a reasonable accommodation*, if the answer is yes, you put not applicable. If the answer is no, then you follow the process. However, if the answer is no, the applicant doesn't meet the qualifications of the job because they cannot perform the essential functions of the job with or without reasonable accommodation. It is her understanding that an employer cannot ask about accommodations during the application process. The question of accommodation comes only after the job is offered. If the applicant

asks about accommodations during the job interview, then the employer could ask what accommodations the applicant needs. Requesting and determining accommodations is an interactive process. Jodi Scott stated that a Park District policy needs to be in place to address how staff can request an accommodation from an applicant.

Jodi Scott also expressed concerns about *Voluntary Self-Identification of Disability Status with three options: I have a disability, I do not have a disability, and I do not wish to self-identify*. If an applicant chooses I do not wish to self-identify, they've just self-identified as a person with a disability because you just stated you don't want to self-identify. Brianna Cobb asked Ms. Scott to please send her this information and any other she may have addressing her concerns and she will share and discuss with Shalessa Pie.

Trustee Bertschy asked to clarify – that these questions would be asked during the application process, as opposed to later, doing a blind survey, correct? Brianna Cobb stated yes, this portion would be just for applicants, however, there is an effort in asking Park District Staff to go online (Paycom) and enter their self-identification information. Trustee Bertschy asked if there's been any thought given, after someone is an employee, asking them to submit that information in a blind manner? Brianna Cobb stated yes, that is the effort, with only HR having admin status would have access to that information. When that information is pulled, only the data is provided, not names.

#### **5.B. Full-Time and Part-Time Exit Interview Procedure**

Vice President Sierra stated that there was previous conversation about collecting more qualitative information about why an employee would leave the Park District. Ideas were discussed on how to improve exit interview response rates. The District's exit interview survey contains approximately 50 questions and only offered in paper form. A condensed much shorter exit interview survey is now available online, containing 10 questions.

Brianna Cobb stated that per the direction of this committee, staff researched best practices for collecting Exit Interview information for Full-Time and Part-Time park district employees. The benefit of collecting Exit Interview information is to illuminate reasons for separation, areas for improvement, and areas that are working well within our district. Gathering and tracking this type of data is the best way to understand employees' experiences from various perspectives and create an environment where everyone feels valued. Below are the recommendations developed by staff based on our research findings related to this effort in addition to our considerations.

#### **Research:**

- Staff consulted with local organizations and state-wide park districts to gauge their internal procedure and process for Exit Interviews.

#### **Our findings are:**

- Of the 4 entities we contacted, 3 of 4 did in-house Exit Interviews.

One entity did not provide information on their Exit Interview process.

2 of 4 did both Full-Time and Part-Time Exit Interviews.

2 of 4 utilized digital survey forms, one of which utilized Survey Monkey for this process.

1 of 4 conducted HR-led Exit Interviews of only middle managers and up, leaving the option of conducting Exit Interviews with Part-Time staff to their direct supervisors and not led by HR.

**Recommendation:**

- PPD staff has modified the current Exit-Interview structure from a paper form to more user-friendly Survey Monkey links (one for Full-Time staff and one for Part-Time staff).
- PPD Staff reformatted the Exit Interview surveys to consolidate the number of questions being asked without losing any pertinent data.
- HR will still offer an in-person option for those who want to come in and have that face time with staff.
- Staff feels these modifications to our Exit Interview practices will help obtain more information during the employee separation process.

**Consideration:**

- Staff willingness to provide Exit Interview information.
- Understanding that some staff will not participate at all.

**5.C. Policy Revision Updates**

Brianna Cobb stated that per the direction of this committee, staff has continued researching, revising, and developing updated policy language focused on the District's commitment to D.E.I.A. and fostering belonging for all PPD staff and our patron base. Below are the current iterations of the first round of policy update recommendations from the August 20, 2024, D.E.I.A. Committee meeting. In order to effectively evaluate and move policy changes through the District's required process, staff proposes the following timeline for review and approval:

- November DEIA meeting:  
Review #2a and 2b (addition of 'Acknowledgement of Our Land's History,' Welcoming Resolution and Commitment documentation) and #6 (addition of verbiage that recognizes local, state, and federal law related to accommodation and those with ADA needs). Move to full board for review and approval after feedback from committee.
- December DEIA meeting: No meeting for holiday.
- January 2025 DEIA meeting: Review #3 (update language and existing anti-discrimination policies to reflect current and holistic DEIA vocabulary) and #5 (enhancements and additions to our Pregnancy Discrimination policy and post-natal rights, specifically related to accommodations for lactation and nursing needs) and then move to the full board for review and approval.
- February 2025 through June 2025  
Continued Policy Revisions to include:
  - Review #4 (Gender Diversity Policy) and then move to full board for review and approval.

- Review #8 (Protected Employee Self-Expression, Cultural Diversity, and Dress Code Expectations Policy) and then move to the full board for review and approval.
- Discussion and next steps for #7, Language Access Plan.

**5.D. Discussion: Park District Rental and Public Events Policy**

Vice President Sierra stated this item will be skipped at this time.

**6. NEW BUSINESS**

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

-Review of Summer Intern Experience/Impact

David Gray provided an overview of the summer intern experience providing the information below:

**Review of Summer Intern Experience/Impact**

Our 2024 Summer Internship Program included a multifaceted group of students who gained invaluable hands-on learning experiences throughout the District.

ICJIA Internships ran through the end of July, with some students completing their sessions at earlier times due to school schedules. While the Spring interns wrapped up in May (5/10, 5/31), several continued through the summer term. Other summer exclusive interns were added. Interns worked at their assigned facility locations, participated in professional development, team building, and multiple PPD special events, and special projects. High School level interns work up to 15 hours per week and earn \$15 per hour. College level interns work up to 20 hours per week and earn \$17 per hour.

Number of students who have moved into paid part time positions: 7 currently

Overall totals are below:

**2024 Internships through July**

2024 ICJIA / Academic Interns

<b>Overall Total Interns:</b>	15
<b>Total High School:</b>	6
<b>Total College:</b>	9
<b>Ethnicity</b>	
Black/African American:	7
Asian:	0
Hispanic:	1
Two or More Races:	2
White:	5
<b>Gender</b>	
Male:	11
Female:	4

Additionally, we hosted a group of students from the Mayor’s Youth Program from 6/4 – 7/11. These high school students (ages 14 and 15) were selected by the Mayor’s Office and placed with participating organizations throughout Peoria, as their very first employment opportunities. Our group of six students participated as a team and rotated through a number of Park District facilities and locations, gaining hands-on work experience, professional development, and earning money along the way. Additionally, the Mayor’s Office included job readiness trainings every other Friday.

## Mayor's Youth Internship Program Schedule

### WEEK 1

Mon. 6/3/24: *City Development Day (all interns report to City Hall)*

Tues. 6/4/24: **Site location: Noble Center (Introductions, Orientation, Professional Development)**

Wed. 6/5/24: **Site Location: RF Park/PPD Events (Park-A-Palooza event setup)**

Thurs. 6/6/24: **Site location: Noble Center (HR, Professional Development)**

Fri. 6/7/24: **Site Location: RF Park/PPD Events (Park-A-Palooza)**

### WEEK 2

Mon. 6/10/24: **Site Location: PlayHouse (cleaning day)**

Tues. 6/11/24: **Site Location: PlayHouse (Playologist day)**

Wed. 6/12/24: **Site Location: PlayHouse (field trip day)**

Thurs. 6/13/24: **Site Location: PlayHouse (exhibits day)**

Fri. 6/14/24: *City Development Day (all interns report to City Hall)*

### WEEK 3

Mon. 6/17/24: **Site Location: Luthy (tour, conservatory, weeding of garden);** \* Add one hour to schedule to make up for holiday \*

Tues. 6/18/24: **Site Location: Luthy (conservatory, mulching, working with volunteers);** \* Add one hour to schedule to make up for holiday \*

Wed. 6/19/24: *Juneteenth (Holiday / Office Closed / No Interns)*

Thurs. 6/20/24: **Site Location: Luthy (conservatory, mulching, site visit from program supervisor);** \* Add one hour to schedule to make up for holiday \*

Fri. 6/21/24: **Site Location: Luthy (conservatory, mulching, educational sessions with Bob);** \* Add one hour to schedule to make up for holiday \*

### WEEK 4

Mon. 6/24/24: **Site Location: HISRA (Camp)**

Tues. 6/25/24: **Site Location: HISRA (Camp)**

Wed. 6/26/24: **Site Location: PlayHouse (field trip day)**

Thurs. 6/27/24: **Site Location: PlayHouse (exhibits day)**

Fri. 6/28/24: *City Development Day (all interns report to City Hall)*



**WEEK 5**

Mon. 7/1/24: **Site Location: Noble Center (Training and Professional Development)**; \* Add one hour to schedule to make up for holiday \*

Tues. 7/2/24: **Site Location: Noble Center/Lakeview Park (outdoor park maintenance)**; \* Add one hour to schedule to make up for holiday \*

Wed. 7/3/24: **Site Location: Glen Oak Park / PPD Events (Streets Belong to Me)**; \* Add one hour to schedule to make up for holiday \*

Thurs. 7/4/24: **Independence Day (Holiday/Office Closed/ No Interns)**

Fri. 7/5/24: **Site Location: Noble Center (building maintenance & custodial)**; \* Add one hour to schedule to make up for holiday \*

**WEEK 6**

Mon. 7/8/24: **Site Location: EIS (Camp Wokanda)** (Interns will be picked up by staff)

Tues. 7/9/24: **Site Location: EIS (Forest Park Nature Center)** (Interns will be picked up by staff)

Wed. 7/10/24: **Site Location: EIS (Sommer Farm)** (Interns will be picked up by staff)

Thurs. 7/11/24: **Site Location: EIS (Tawny Oaks)** (Interns will be picked up by staff); **\*\*FINAL PPD WORK DAY FOR INTERNS\*\***

Fri. 7/12/24: **City Development Day (all interns report to City Hall)**

Program evaluation discussions took place following the end of the program so that improvements and adjustments can be made as necessary in future sessions. Interns indicated their intent to consider applying for positions with the Park District in the future, as well as attend events, utilize parks and programs.

**2024 ICJIA Mayor’s Summer Youth Program Interns**

<b>Overall Total Interns:</b>	6
<b>Total High School:</b>	6
<b>Total College:</b>	0
<b>Ethnicity</b>	
Black/African American:	5
Asian:	0
Hispanic:	0
Two or More Races:	0
White:	1
<b>Gender</b>	
Male:	3
Female:	3

**\*Note: students worked as a group and rotated to various PPD locations throughout the program.**

<b>Facilities/Programs Supported</b>
Noble Center (Maintenance)
PPD Events & Community Rec (Park-A-Palooza; Streets Belong to Me)
PlayHouse Children's Museum
Human Resources / Professional Development
Luthy Botanical Garden
HISRA
Park Maintenance (Lakeview Park)
Environmental Interpretive Services
Robinson Park
Camp Wokanda
Sommer Farm
Forest Park Nature Center

-Summer of Fun Review/Impact

Scott Loftus provided the Summer of Fun 2024 review and impact with the following information:

### What is the Summer of Fun Pass?

Pass that allows students and up to two parents/guardians unlimited access to the following Peoria Park District facilities between June 1<sup>st</sup> and August 31<sup>st</sup>:

- Gwynn Family Aquatic Center
- Owens Ice Center
- Peoria PlayHouse
- Peoria Zoo (included Big Bugs exhibit in 2024)
- Golf Learning Center

### Who received the SOF pass in 2024?

- Peoria Public Schools
- Peoria Heights Schools
- Parochial students who received free or reduced lunches
- Christ Lutheran, South Side Christian Academy, New Life Christian Academy
- Home School students who live in 61603 & 61605
- Youth under the age of 5 who reside in 61603 & 61605 and have registered for a PPD program in the past
- PPD scholarship participants under the age of 5

### Attendance #'s: 2024 vs. 2023

LOCATION	Visits	Visits	Difference
Gwynn Family Aquatic Center	2296	4794	(2498)
Golf Learning Center	109	149	(40)
Owens Center	600	351	249
Peoria PlayHouse	1922	1974	(52)
Peoria Zoo	2319	2742	(423)
<b>TOTALS</b>	<b>7246</b>	<b>10010</b>	<b>(2764)</b>



that there are a couple of factors contributing to the decreased attendance. One, there were some unexpected closures due to staffing (Aquatic Managers) levels. This occurred primarily on Mondays when an on-site Aquatic Manager was needed for both Gwynn and RiverPlex, and two were not available. Two, a significant drop in enrollment in the first two weeks of July was shown and it is thought that maybe tracking was a problem, and that schools and attendance weren't tracked properly. In addition, this is the fourth year that Summer of Fun passes have been offered, and it could possibly be not as appealing as it was when it first started. With the exception of Owens Center, Summer of Fun attendance across all locations has decreased this year. In order to get a better idea of southside attendance and what could be done to increase those numbers, President Johnson asked for Proctor Center pool's 2023 and 2024 attendance numbers. Scott Loftus stated that he would gather those numbers and send out and noted that Proctor was booked a lot this year for field trips.

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

The August and September 2024 Workforce Profile Reports were presented. *Please see Attachment A.*

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

Becky Fredrickson presented the Qualified Construction Contracts – Workforce Goals and Participation Goals Reports. *Please see Attachment B.* Of particular note is that of the four (4) asphalt projects completed, three (3) met or exceeded their workforce goals. There were also several others where sincere efforts were made to improve their workforce goals.

**6.D. Pillar Four: Support Community Workforce Development**

Please see item 6.A. above.

**7. PENDING BUSINESS**

**7.A. Third Party Districtwide ADA Accessibility Analysis**

Becky Fredrickson stated that at a recent DEIA Committee meeting, trustees requested an ADA facility audit by an outside entity.

**Background:**

The Americans with Disabilities Act (ADA) became law in 1990 prohibiting discrimination against individuals with disabilities in many areas of public life.

In 1993 the Peoria Park District performed a handicapped and accessibility self-evaluation and ADA transition plan that identified deficits in existing Park District facilities and areas which were not in compliance with ADA requirements. The Park District made modifications and updates to ensure the accessibility of programs and services. This involved the renovation or construction of accessible restrooms and designating or constructing accessible routes and parking spaces whenever appropriate.

In 2010 the Department of Justice published revised final regulations implementing the ADA for Title II and Title III. The 2010 standards updated the 1991 ADA Accessibility Guidelines and included additional supplements that were not previously covered under the ADA. These supplements presented a special case for the Park District because most were recreational in nature. The 2010 law required local governmental entities to conduct a self-assessment for any types of facilities covered under the supplemental areas. For existing facilities, the Park District had to provide "Program Accessibility", meaning that not all playgrounds or other supplemental facilities at that time had to be accessible, but there needed to be accessible playgrounds spread geographically throughout the Park District, so that no discreet area was without a nearby accessible playground. Then all future playgrounds or supplemental facilities had to be built to meet ADA requirements. At the time, the Park District had 36 playground sites, 4 were compliant, and another 12 were made compliant with minor modifications including adding access to the play equipment from parking lots or other areas in the park, modifying transitions and access into the play equipment areas, adding ground level components, and marking ADA parking spaces. Today, the Peoria Park District has 41 playground sites with 29 being compliant. Those not in compliance are either slowly getting replaced or there are other playgrounds in the same park that are compliant.

In addition to an assessment and plan to meet the new standards, the Park District also had to designate an employee to coordinate compliance efforts and investigate complaints. That person is the Superintendent of Planning. Upon notification of an allegation of non-compliance, the Park District must provide immediate accommodation to the individual if needed, prepare recommendations to permanently fix the issue, work with the Superintendent of Finance to secure necessary funding needed, work with the appropriate Superintendent to effect policy/practice changes (if an operational barrier exists), and report to the Executive Director the complaint and steps taken to address it.

As new facilities are built or significantly renovated, ADA accessibility requirements are incorporated into the plans.

The Peoria Park District has made great strides to meet the ADA requirements and continues to work toward making sure that everyone is able to access Park District programs and facilities.

**Recommendation:**

At this time staff does not recommend conducting a third party accessibility audit, but rather focus Park District resources on creating accessibility maps for patron services similar to the Shed Aquarium, the Smithsonian Institute, and other public places. These accessible maps for each location would be posted on the PeoriaParks.org website. This information will better bolster accessibility and promote valuable insight into helping families plan and enjoy their time at Park District facilities. The goal would be to have this mapping done by end of April 2025.

- 8. OTHER BUSINESS**  
None at this time.

**9. ACTION ITEMS REVIEW**

1. Review the cultural/religion question as it relates to voluntary self-identification of demographic information.
2. Define “reasonable accommodation” as it relates to voluntary self-identification of demographic information.
3. Review and present to the DEIA Committee exit interview results every six months (July and December).
4. Provide summer 2024 Proctor pool usage data.
5. Provide an accessibility map for each PPD location.

**10. NEXT MEETING**

Tuesday, November 19, 2024 at 10:00 AM

**11. ADJOURNMENT**

At 11:33 am Sherry Carter-Allen made a motion to adjourn the meeting. Motion seconded by Pastor Hightower and carried on unanimous voice vote.

---

Respectfully Submitted by Alicia Woodworth  
Executive Assistant and Board Secretary

<b>Total Staff</b>			
	August 2024	Three Months Ago (May 2024)	Six Months Ago (February 2024)
White Female	293	333	260
White Male	320	344	252
Asian Female	8	10	11
Asian Male	3	4	6
Black Female	51	60	47
Black Male	74	83	66
Hispanic Female	17	15	11
Hispanic Male	17	17	18
American Indian/Alaskan Native Female	0	0	0
American Indian/Alaskan Native Male	0	2	0
Native Hawaii/Pacific Islander Female	0	1	1
Native Hawaii/Pacific Islander Male	1	1	1
Other Female	0	0	0
Other Male	0	0	0
Two or More Races Female	13	16	14
Two or More Races Male	11	12	10
<b>Total</b>	<b>808</b>	<b>898</b>	<b>697</b>
<b>Total Minority</b>	<b>195</b>	<b>221</b>	<b>185</b>
<b>% Minority</b>	<b>24.13%</b>	<b>24.61%</b>	<b>26.54%</b>

<b>Turnover Stats for August 2024</b>	<b>Total</b>	<b>Full-Time</b>	<b>Part-Time</b>
Voluntary Separations	50	1	49
Involuntary Separations	1	0	1
Seasonal Layoff	43	0	43

\*Locations: Camp Wokanda (1), Golf Learning Center (1), Grandview Drive Park (1), Kellogg Golf Course (1), Lakeview Recreation Center (25), Logan Recreation Center (2), Madison Golf Course (1), Noble Admin (5), Peoria Zoo (1), Proctor Recreation Center (6), RiverFront Park (1), RiverPlex (13), Sommer Park (22), Tawny Oaks (1), Various Locations (13)

<b>Full-Time Staff</b>			
	August 2024	Three Months Ago (May 2024)	Six Months Ago (February 2024)
White Female	39	42	42
White Male	78	75	72
Asian Female	1	1	1
Asian Male	0	0	0
Black Female	7	8	8
Black Male	13	14	14
Hispanic Female	2	2	2
Hispanic Male	3	3	3
American Indian/Alaskan Native Female	0	0	0
American Indian/Alaskan Native Male	0	0	0
Native Hawaii/Pacific Islander Female	0	0	0
Native Hawaii/Pacific Islander Male	0	0	0
Other Female	0	0	0
Other Male	0	0	0
Two or More Races Female	1	2	2
Two or More Races Male	4	4	4
<b>Total</b>	<b>148</b>	<b>151</b>	<b>148</b>
<b>Total Minority</b>	<b>31</b>	<b>34</b>	<b>34</b>
<b>% Minority</b>	<b>20.95%</b>	<b>22.52%</b>	<b>22.97%</b>
<b>Total Number of Leadership Positions**:</b>	<b>96</b>		
<b>Leadership positions filled by minority staffers</b>	<b>19</b>		
<b>Minority percentage of total leadership</b>	<b>19.79%</b>		
<b>Percentage of total minorities to serve in leadership roles</b>	<b>61.29%</b>	<b>(19/31)</b>	

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

<b>Total Staff</b>			
	September 2024	Three Months Ago (June 2024)	Six Months Ago (March 2024)
White Female	280	341	266
White Male	309	352	296
Asian Female	7	10	10
Asian Male	2	4	6
Black Female	48	59	49
Black Male	75	86	68
Hispanic Female	16	17	11
Hispanic Male	19	18	18
American Indian/Alaskan Native Female	0	0	0
American Indian/Alaskan Native Male	1	2	1
Native Hawaii/Pacific Islander Female	0	0	1
Native Hawaii/Pacific Islander Male	1	1	1
Other Female	0	0	0
Other Male	0	0	0
Two or More Races Female	12	18	14
Two or More Races Male	11	11	12
Total	781	919	753
Total Minority	192	226	191
% Minority	<b>24.58%</b>	<b>24.59%</b>	<b>25.37%</b>

<b>Turnover Stats for September 2024</b>	Total	Full-Time	Part-Time
Voluntary Separations	11		11
Involuntary Separations	0	0	0
Seasonal Layoff	3		3

\*Locations: Camp Wokanda (1), Donovan Park (1), Golf Learning Center (1), HISRA (2), Kellogg Golf Course (1), Newman Golf Course (1), Peoria PlayHosue (1), RiverPlex (4), Various Locations (2)

<b>Full-Time Staff</b>			
	September 2024	Three Months Ago (June 2024)	Six Months Ago (March 2024)
White Female	39	41	41
White Male	78	77	72
Asian Female	1	1	1
Asian Male	0	0	0
Black Female	7	8	8
Black Male	13	13	14
Hispanic Female	2	2	2
Hispanic Male	3	3	3
American Indian/Alaskan Native Female	0	0	0
American Indian/Alaskan Native Male	0	0	0
Native Hawaii/Pacific Islander Female	0	0	0
Native Hawaii/Pacific Islander Male	0	0	0
Other Female	0	0	0
Other Male	0	0	0
Two or More Races Female	1	2	2
Two or More Races Male	4	4	4
Total	148	151	147
Total Minority	31	33	34
% Minority	<b>20.95%</b>	<b>21.85%</b>	<b>23.13%</b>
Total Number of Leadership Positions**:	93		
Leadership positions filled by minority staffers	19		
Minority percentage of total leadership	20.43%		
Percentage of total minorities to serve in leadership	61.29%	(19/31)	

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



**2024 QUALIFYING CONSTRUCTION CONTRACTS - WORKFORCE GOALS\***

Rev 08/26/2024

Per Peoria Park District Policy Section 5.00 Solicitation and Hiring for Qualifying Construction Contracts: Peoria Park District shall, as permitted by law, endeavor to ensure that a minimum of 20% of the total hours worked on any Qualifying Construction Contract are performed by Minority Persons and a minimum of 5% of the total hours worked are performed by Women ("Workforce Goals").

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

Project	Contractor	Notice to Proceed Date	Project Complete (Y/N)	BID/QUOTE [ESTIMATED PROJECT HOURS]								PROJECT WORKFORCE HOURS							
				Total # Crew	# Minority	# Women	Total Hours	Minority Hours	% Minority	Female Hours	% Female	Total # Crew	# Minority	# Women	Total Hours	Minority Hours	% Minority	Female Hours	% Female
Morton Site Improvements	SF Pauli	09/07/23	Y	13	2	1	652	165	25%	12	2%	7	1	0	320	32	10%	0	0%
Logan Site Improvements	JIMAX	08/09/23	Y	5	3	1	302	180	60%	60	20%	14	5	1	452	134	30%	15	3%
GOP Site Work	ICCI	08/16/23	Y		2	2	398	40	10%	16	4%	19	2	2	494	69	14%	13	3%
HISRA Roof Coating	Kreiling	02/01/24	Y	4	1	0	586	147	25%	0	0%	7	2	0	465	139	30%	0	0%
Playhouse Roof	Kreiling	04/04/24	N	5	1	0	4,243	818	19%	0	0%	16	2	0	1,221	388	32%	0	0%
Riverplex Pool Heat Exch	Pipco	04/01/24	Y	1	0	0	120	0	0%	0	0%	3	0	0	96	0	0%	0	0%
Rock Island @ Chanute	RA Cullinan	05/03/24	N	18	6	2	258	84	33%	25	10%								
Newman Irrigation Pump	Comm Irrigation	05/20/24	N	5	1	0	340	75	22%	0	0%								
Detweiller N Road Patching	RA Cullinan	05/15/24	N	17	4	2	217	63	29%	20	9%								
GVD Rip Rap Replacement	NE Finch	08/19/24	N	4	1	0	176	48	27%	0	0%								
District Wide Chip and Seal	RA Cullinan	05/03/24	Y	10	2	2	160	32	20%	27	17%	14	4	3	153	48	31%	27	17%
Zoo Spider Monkey Outdoor	Corners Limited	05/24/24	N	3	0	0	189	0	0%	0	0%								
Peoria Stadium Roadway	Hoerrs Blacktop	06/03/24	Y	9	1	2	176	56	32%	56	32%	10	1	2	117	12	10%	31	26%
Zoo Africa Nights Roof Coatings	Kreiling		N	6	1	0	436	100	23%	0	0%								
Charter Oak Path Replacement	Progressive		N	4	2	2	150	82	55%	68	45%								
GOP Lagoon Concrete Path	Murillo	07/26/24	N	5	5	0	592	592	100%	0	0%								
GLC Renovation	Peoria Metro	08/13/24	N	97	19	8	15,254	2,399	16%	2,114	14%								
Zoo Boardwalk Staining	Caliber Coatings	08/16/24	N	3	1	0	430	86	20%	0	0%								
Trewyn Exterior Painting	GivSCO		N	3	1	1	350	150	43%	100	29%								
Lakeview Splashpad	Aupperle		N	22	3	2	3,760	340	9%	200	5%								
<b>TOTAL</b>				<b>234</b>	<b>56</b>	<b>25</b>	<b>28,789</b>	<b>5,456</b>	<b>19%</b>	<b>2,698</b>	<b>9%</b>	<b>90</b>	<b>17</b>	<b>8</b>	<b>3,317</b>	<b>821</b>	<b>25%</b>	<b>85</b>	<b>3%</b>
<b>GOAL</b>									<b>20%</b>		<b>5%</b>						<b>20%</b>		<b>5%</b>

\*This report contains only those Qualifying Construction Contracts bid after the policy was enacted in March 2023  
 Projects bid/started in previous calendar year

**2024 QUALIFYING CONSTRUCTION CONTRACTS - PARTICIPATION GOALS\***

Rev 08/28/2024

Per Peoria Park District Policy Section 5.00 Solicitation and Hiring for Qualifying Construction Contracts: Peoria Park District shall, as permitted by law, 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	NOTIFICATIONS				BIDS RECEIVED			Contractor	DBE	Project Complete (Y/N)	BID/QUOTE [ESTIMATES]**					PROJECT PARTICIPATION						
	#	#	#	#	#	#	#				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	21	4	2	4	5	1	0	SF Pauli	X	Y	\$ 142,696	\$ 66,700	47%	\$ 0	0%	\$ 149,832	\$ 73,715	\$ 64,215	43%	\$ 0	0%	
Logan Site Improvements	24	3	4	5	2	0	0	JIMAX	X	Y	\$ 102,697	\$ 4,200	4%	\$ 0	0%	\$ 144,242	\$ 74,357	\$ 0	0%	\$ 0	0%	
GOP Site Work	34	7	1	4	1	0	0	ICCI	X	Y	\$ 149,836	\$ 5,000	3%	\$ 5,200	3%	\$ 174,538	\$ 0	\$ 0	0%	\$ 0	0%	
HISRA Roof Coating	17	1	1	4	1	0	1	Kreiling	WBE	Y	\$ 105,108	\$ 0	0%	\$ 105,108	100%	\$ 105,108	\$ 39,088	\$ 0	0%	\$ 105,108	100%	
Playhouse Roof	16	1	3	5	3	0	1	Kreiling	WBE	N	\$ 827,723	\$ 44,400	0%	\$ 806,323	97%							
Riverplex Pool Heat Exch	14	2	0	5	3	0	0	Pipco	X	Y	\$ 72,900	\$ 37,000	\$ 0	0%	\$ 0	0%	\$ 72,900	\$ 38,511	\$ 0	0%	\$ 0	0%
Rock Island @ Chanute	4	0	0	4	2	0	0	RA Cullinan	X	N	\$ 81,719	\$ 1,680	2%	\$ 1,680	2%							
Newman Irrigation Pump	3	0	0	5	1	0	0	Com Irrigation	X	N	\$ 272,500	\$ 0	0%	\$ 0	0%							
Detweiller N Road Patching	4	0	1	4	2	0	0	RA Cullinan	X	N	\$ 87,468	\$ 2,100	2%	\$ 2,100	2%							
GVD Rip Rap Replacement	9	0	0	5	3	0	0	NE Finch	VOB	N	\$ 55,900		0%		0%							
District Wide Chip and Seal	5	0	1	5	1	0	0	RA Cullinan	X	Y	\$ 70,790	\$ 1,155	2%	\$ 1,155	2%	\$ 70,790	\$ 0	\$ 0	0%	\$ 0	0%	
Zoo Spider Monkey Outdoor	19	2	2	5	2	0	1	Corners Limited	X	N	\$ 92,400	\$ 0	0%	\$ 0	0%							
Peoria Stadium Roadway	5	0	1	4	3	0	0	Hoerrs Blacktop	X	Y	\$ 72,150	\$ 0	0%	\$ 0	0%	\$ 72,150	\$ 0	\$ 0	0%	\$ 0	0%	
Zoo Africa Nights Roof Coatings	17	1	2	5	2	0	1	Kreiling	WBE	N	\$ 88,000	\$ 0	0%	\$ 88,000	100%							
Charter Oak Path Replacement	20	7	3	4	4	2	1	Progressive	MBE	N	\$ 166,754	\$ 0	166,754	100%	\$ 0	0%						
GOP Lagoon Concrete Path	23	8	1	4	6	1	1	Murillo	MBE	N	\$ 148,650	\$ 0	148,650	100%	\$ 0	0%						
GLC Renovation	223	82	103	5	4	0	1	Peoria Metro	WBE	N	\$ 4,466,300	\$ 3,089,423	8%	\$ 2,468,694	55%							
Zoo Boardwalk Staining	12	2	2	5	3	1	0	Caliber Coatings	VOB	N	\$ 56,750	\$ 0	0%	\$ 0	0%							
Trewyn Exterior Painting	12	2	2	5	1	1	0	Givisco	MBE	N	\$ 52,550	\$ 0	52,550	100%	\$ 0	0%						
Lakeview Splashpad	15	3	2	4	3	1	0	Aupperle	VOB	N	\$ 566,997	\$ 242,000	0%	\$ 202,000	36%							
<b>TOTAL</b>	497	125	131	91	52	7	7				<b>\$ 7,679,887</b>	<b>\$ 3,412,823</b>	<b>\$ 808,789</b>	<b>11%</b>	<b>\$ 3,680,260</b>	<b>48%</b>	<b>\$ 789,559</b>	<b>\$ 225,671</b>	<b>\$ 64,215</b>	<b>8%</b>	<b>\$ 105,108</b>	<b>13%</b>
<b>GOAL</b>																						

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

\*\*The scope of work for some ancillary services may be undefined until a project is underway; estimates may be included where a prime contractor has committed to using an M/WBE if/as those services are required. These ancillary services tend to be a minimal percentage of the overall cost of a project. Common examples: (1) Trucking is used on an as-needed basis and the company ultimately contracted will depend on which has availability on the day needed. (2) Seeding may/may not be required dependent on areas trodden by equipment during the course of a project.

Projects bid/started in previous calendar year.