

DIVERSITY EQUITY AND INCLUSION COMMITTEE MEETING HELD TUESDAY, SEPTEMBER 20, 2022 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 Jackie Petty, Trustee and Vice Chair Timothy Bertschy, Executive Director Emily Cahill, Sherry Carter-Allen, and Pastor Marvin Hightower (v)
Note: (v) = attended virtually

MEMBERS ABSENT: Ron Givens, Larry Ivory, and Gabe Jaja

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

STAFF PRESENT: Executive Director Emily Cahill, Attorney Bill Streeter, Brent Wheeler, Becky Fredrickson, Matt Freeman, Mike Friberg, David Gray, Mary Harden, Scott Loftus, Shalesse Pie, and Alicia Woodworth
Note: (v) = attended virtually

OTHERS PRESENT: Mindi Garza (v)
Note: (v) = attended virtually

1. CALL TO ORDER

Vice President Jackie Petty called the meeting to order at 10:03 am.

Emily Cahill introduced Chanel Hargrave-Murry, Supervisor of Community Connections. Peter Kobak previously held this position. Chanel will be working on building relationships within the community, expanding the District's DEI reach and working with David Gray and others on developing internships. The District is thrilled to have her here so please welcome Chanel.

2. MINUTES

2.A. Approval of 8.16.22 DEI Committee Meeting Minutes

Vice President Petty moved to approve the DEI Committee meeting minutes of August 16, 2022. Motion seconded by Member Carter-Allen. Motion passed on a unanimous voice vote.

3. PROCESS/POLICY UPDATES

4. NEW BUSINESS

4.A. Diversity, Equity and Inclusion Committee Member Appointments

Vice President Petty stated that as approved by the Board, community members Sherry Carter-Allen, Ron Givens, Pastor Marvin Hightower, Larry Ivory, and Gabe Jaja are now officially members of the DEI Committee.

4.B. Pillar One: Equitable Access to Parks, Facilities, and Programming

Scott Loftus provided the final Summer of Fun statistics. *Please see Attachment A.* Approximately 15,000 passes were distributed to Peoria Public Schools students and organizations in zip codes 61603 and 61605, resulting in 12,657 participants this year, surpassing last year's total of 3,030 participants. If each of those visits lasted approximately 1 hour, that equals 527 days' worth of free, safe and positive programs during the summer months. Also, the District provided the Dream squared program which is continuing to be offered at Proctor Center. This summer, Dream squared had over 175 registrations, having surpassed last year's total of 80 participants. Jonelle McCloud is constantly innovating that program. The District now has an Education Manager that is working on STEAM (science, technology, engineering, art, and math) activities. A program that provides transportation from schools to the Proctor Center was created. The Dream Squared program teaches kids about drama, recreation, education, art, music and mindfulness and is offered Monday thru Friday.

Trustee Sierra stated that the numbers grew significantly the first year and asked if Scott Loftus could talk about what are some of the things that he saw that contributed to that positive growth. Scott stated he believes it was mostly word of mouth and Jonelle McCloud's and her team's community outreach efforts in recruiting summer participants to participate this fall. In addition, providing transportation was huge because in the past, it definitely was a barrier. Emily Cahill stated that last year's Sunday Funday transportation required a parent or guardian to ride with the kids but this year's transportation mechanism is different by removing that logistical requirement. Finding where the need is and shifting resources to meet that need is something that this team does really well.

4.C. Pillar Two: Focus on the PPD Workforce

Shalesse Pie presented the August 2022 workforce statistics. *Please see Attachment B.* Trustee Sierra asked if there are any community groups that could help with the District's Asian workforce numbers. Shalesse Pie stated that while the postings are sent to all area agencies and Chamber of Commerce organizations, she is not aware of any Asian-specific groups to send them to. Trustee Bertschy asked of the Park District's residents, what percentage is minority. Trustee Harant stated that through census data, there are approximately 23-25% minority residents in the Park District. Trustee Bertschy stated that the District's number of full-time minority employees is important in order to ensure that the workforce represents the community it represents and as such, a goal of number of minority full-time workers needs to be established. Shalesse Pie requested the committee's help in how best to determine that goal as much of this was determined in the redistricting process. Emily Cahill stated that the action step of finalizing the metrics to be used for DEI workforce tracking will be created. Staff will commit to getting that information to be discussed at the next meeting. Trustee Bertschy stated that the number he would start with are the those that were utilized during the redistricting process. Those numbers included the percentages of minorities within each of the Park District's voting districts. Mike Friberg stated that these numbers can be broken down by city, county, tri-county, age, workforce. It would be very helpful if the committee could give more direction as to what it's looking for. The District has performed this same analysis on construction workforce and the construction workforce pulls

from the tri county area, not just Peoria. Trustee Bertschy stated he would start with how many minorities are voting age. Once we have that direction, then we can have a goal to give the committee.

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

Attorney Streeter stated that at the last meeting, Becky Fredrickson presented a revised commitment document regarding contractors. The committee found it to be acceptable however, there were a few small revisions needed from a legal perspective. The committee wanted those legal revisions be presented today for consensus on whether to take to the Board for review. Trustee Bertschy asked for clarification on the exact changes that were made, who is to determine what is legally permissible as stated in the document and does Attorney Streeter give guidance on that? Attorney Streeter stated that the legally permissible statement refers to stringing bids, which is not legal. Trustee Bertschy asked why the forms are requested for bids over \$100k. Becky Fredrickson stated that when they met with Peoria Public Schools about their policy, they stated that although they had the requirement of \$100k, it didn't really apply until \$200k. The Park District felt comfortable at \$100k because contractors would tend to use subcontractors at that point and there would be more flexibility to try to get these numbers in different ways. Trustee Bertschy stated he could not vote in favor of \$100k until he knows what the percentage of bids the District has that are over \$100k. He believes it should be \$50k to \$100k. He believes this should be considered by the Board for their direction.

Pastor Hightower stated he agreed with Trustee Bertschy, for the District to determine first how many contractors use subcontractors in \$50k - \$100k projects. In addition, Pastor Hightower asked for feedback on the administration process for the policy. Becky Fredrickson stated that is in the terms of the document, that the District will make sure the contractors are responsible and responsive people, and then take to the Board for approval. Pastor Hightower stated that the DEI Committee should receive reports as the contract is being carried out to determine whether or not it is in compliance and not wait until the annual report to the Park Board of final statistics of Peoria Park District construction projects for Minority-Owned Businesses and Women-Owned Businesses and workforce participation numbers. In the document he sees a lot of responsibility but not any real accountability. If it is going to be an effective policy producing the results we are looking for, the document should have more "teeth" in it before going to the Board for approval. As such, he cannot vote for this.

Becky Fredrickson stated that she has spoken with Emily Cahill about the potential for hiring someone part-time where this would be their focus. The District is currently able to provide annual reports, but more regular reporting would require more resources. The District will continue receiving contractors' certified payroll as the job progresses and can compare it to what they already provided about the subcontractors, and with the new form, the hourly rates of pay. However, in terms of having documentation for the committee to review, it may be in everyone's best interest and to show commitment, to hire someone part-time that would focus on this. Pastor Hightower agreed with that and stated that this position needs to be filled before this document is approved by the Board. If the Park District can't do that because

of personnel, it may need to hire an outside consultant to do it. It is important in order for this to achieve the goal that we're after. It needs to be tracked and monitored consistently throughout the project, rather than at the end with the annual report when it's too late to have some effect.

Becky Fredrickson shared information about the staff resources needed to administer a project under the current system, noting that it takes approximately 20 – 100 hours to get a project to board vote. Concern was expressed about the impact of a board vote against an item on a technical point like how many parent or subsidiary companies they have. She understands what Pastor Hightower is saying about not voting for the document, but staff just spent a hundred hours' time developing the document and she wants to make sure that the committee understands. Pastor Hightower stated that the Park District gets paid to do that and isn't that your job? He stated that he believed these were excuses and that there needs to be a commitment to getting the desired results.

Trustee Bertschy asked Becky Fredrickson what she meant about the parent or subsidiary companies. Becky apologized and stated she shouldn't have used that as an example as it wasn't what she meant to say. Trustee Sierra stated that he didn't think Becky's intention was to get all the red flags. Becky stated it wasn't and she sincerely apologizes. Trustee Sierra stated we need to potentially hire someone to support the work that we're trying to do. Becky stated she didn't want anything to slow down the process. Trustee Bertschy stated that's a legitimate issue and Pastor Hightower and others recognize that because if you have all the policies in the world but you don't have staff, manpower and ability to enforce them, then the process fails.

Emily Cahill stated that's exactly right and she does want to be realistic and underscore for everyone what that looks like. When a request to add a full-time position is made, that requires an allocation of between \$80k and \$100k, depending on what their benefits package is. At present, there are insufficient resources to allocate these funds outside of a budget process. This is not the District trying to slow this down. It is realistically understanding that it is not budgeted for in 2022. Staff is working on a job description for support of this function.

District policy mandates a balanced budget and staff have been working through that budget process now for the revised budget for 2022 and the plan budget for 2023. The Planning Department has been the size that they have been for a very long time because the District does not have dollars to add, so this is not a mechanism of anything more than trying to be good stewards of the resources available to us.

Trustee Bertschy stated he appreciates what is being said and this is really the first time he thought about it this way. No one on the Board has the time, inclination, or the power really, to go and sit with the Planning staff and tell them they're only working 80% of what they should be doing. Trustees don't want to do that. Trustees have to trust staff to tell us, to accomplish what you want to know about. He thinks it has to be given to the Board to determine what they're willing to cut to accomplish this or if it should be taken out of reserves and he's supportive of that discussion.

Emily Cahill stated that the financial assessment is currently happening. This is to determine what is viable and what isn't. It's important to tell staff that this is critical so they can prioritize this. That valuation has to come to a point eventually where you communicate to staff that this is what you want say to prioritize in 2023's budget. Trustee Bertschy stated that's a Board discussion and he would much rather hear that from Emily and her staff than to say we can't do this. Emily Cahill stated that the Board is going to have to prioritize items and tell staff how to move that forward. This needs to be done in the next couple of weeks as part of our budget process. This is how this is supposed to work but it is a recognition of where we are in the budget process. She stated that in committees where there is policy being discussed, staff is in parallel trying to determine how to match resources to the committee's expectation. This is not unique to this situation.

Trustee Bertschy stated that the question of enforcement and administration of this policy is very critical. What he wishes he hears is the following: the reason this is so difficult for us is that we are limited and stretched in the manpower and if you want to do this that's fine, but we need more people and that took a long time to come out.

Trustee Sierra stated that when he hears when Trustees vote no that it hurts staff, he just doesn't understand it at all. Becky Fredrickson apologized saying it didn't quite come out how she meant. When staff puts 20 to 100 hours into a project, and then get to the point of having to say no to a contractor because they haven't met the requirements, she understands that. It's just that staff is stretched thin and it can be very frustrating. Vice President Petty stated that it's staff's job, that's all your job and when the committee says no, that just means do it differently and come back to the committee in a different manner. Trustee Sierra stated that it's a matter of perspective. When the committee says yes or no, the committee is doing their job and the way he's interpreting it, it's communicated to him that his no vote is an inconvenience to the work that you've already done. Becky Fredrickson stated that it's not what she meant and she sincerely apologizes for coming across that way. She understands that is the committee's role to approve or not approve and it's her place that if it doesn't go through the way staff had recommended it and it needs to come back with a different recommendation, when so much time and effort has been put in, it can be very crushing. Trustee Sierra stated he hopes that staff never feels that way. He wants everyone to work well with each other and that we understand that we're both just doing our job. Becky apologized and stated it's stressful for staff as well and it's good that we can communicate. We need to figure out how to work together and lay out the rules to start with. Trustee Sierra thanked Becky for saying that.

Pastor Hightower stated that's why good policy is important because it'll change behaviors of those contractors which in turn will help staff do their job. Because those contractors know that you are standing by your policy and will enforce and ensure that you're driving this good policy, they will act appropriately which will take some pressure off of you because those who are aren't willing to be a part of the policy won't bid. Vice President Petty stated that we want to drive behavior.

Trustee Bertschy asked Mike Friberg his opinion. Mike stated that he thinks the problem comes back to the fact that staff puts in all this time and know exactly what the result is going to be, because they're simply not minority workers in this community. If you get 100 construction workers, only four of them are going to be Black. Those are the numbers staff can't argue with. So, when staff brings something to the Board, it's not a shocker. We know what's going to happen and yet you've beat up on us. Mike Friberg told the committee that it's their job to go out and find them.

After Mike Friberg's comments upset the committee, Emily Cahill stated that it comes from a place of passion that staff want to see the same results that the committee does. It is a very difficult conversation and we're getting to the point here that this is part of the problem and not the solution. Over time, it has been a mechanism for staff to do more and try harder and it's reached its boiling point. She made it very clear that staff's strong emotions and feelings about this is only because they are working so hard to try to do this better and she wants to honor that for the committee. She stressed that we all need to communicate in a way that honors the fact that we're all in the same room and we're all spending a significant amount of time to this work because we want things to be better. We've tried a lot of things but that doesn't mean we're going to stop trying. This is really hard and we've tried lots of different things and we're willing to try lots of other things too but at some point, honoring the effort is essential.

Trustee Harant stated that for her, this highlights why this needs to be a city-wide effort for all to have the same type of policy. She believes that staff is committed to this process and it's hard when the minority contractors just aren't there. She believes we need to effectively communicate to the entities that are doing the contracting and hiring and to the union trades, do your jobs and get trained minorities. We all have the responsibility to collectively recruit, educate and train minority contractors and get them into the workforce. Staff feels the pressure. She understands that the committee members want to move forward but we all need to somehow respect each other's role and know that this work is bigger than just a policy.

She believes the Park District's goals have to match the City of Peoria's and the Peoria Public School's goals. That way we are setting a uniform commitment of governmental entities that will be carried out citywide. She appreciates the understaffing and frustrations staff has in trying to do everything. Trustee Harant would like some information before stating in the policy that we would go from \$50k to \$100k or down from \$100 to \$50k. She would want to know how many of those actually use subcontractors and how would we use this commitment document and can it be used if they're not subcontractors.

Pastor Hightower stated that he knows it's frustrating and hard, tough work. However, imagine his and other committee member's frustration as they're still fighting the same fight that their forefathers have been fighting. Minorities are still being underserved. The school district has a policy in place. The city is drafting a policy, and the county will be drafting a policy. They all have a DEI officer in place to help draft the policy. He feels that it's premature to draft a policy before we put the person or individual in place that we didn't know we

needed until today. He is frustrated and feels having a DEI person in place at PPD must be a priority for what we're doing. It's already being done in other entities and appears that PPD is a step behind.

Trustee Sierra addressed the Board members in the room, stating he thinks that the Board needs to have a very intentional conversation in the Strategy Ad Hoc Committee to talk about what do we as a board to honor the work staff does. For him, he thinks he already accomplishes this. He tries to give flowers. He tries to say thank you. He thinks he does this a lot but what he's hearing based upon this conversation, is that staff does not feel that way. He believes the Board should have a conversation about this. He doesn't want staff to think they're beating up on them, but also, he wants to understand what everyone is doing.

Sherry Carter-Allen told Mike Friberg that she didn't know if he was yelling at her personally, but don't he ever address her that way again. Do not ever glare at her and say what he said. She knows he was targeting her with his comments. She told Emily Cahill that to allow her staff to act in this manner with eyes rolling, it makes her wonder how intentional this all is for the Park District. It is all very frustrating to seem like they're begging for crumbs. She has been to many board and committee meetings and she has never ever been treated in this manner or seen board members talked to in this manner. But the point is, we will get results and we will get to the end of this. You have to have honest conversation and can't be worried about stepping on toes. Everyone brings their experiences to the table. This is a realistic issue. It's a very sensitive issue but you can't have staff disrespecting individuals that have been in this battle for a long time trying to get equality and equity for all people.

Emily Cahill thanked Sherry Carter-Allen for her comments and stated she appreciates them very much. Please know that the frustration comes from sitting around this table for a really long time trying to not only support the work but also to move it forward. We have been around this table collectively for 3-4 years now. Sherry Carter Allen stated that city, county and school district has a procurement plan that we have worked on. The Peoria Park District, like all entities with public municipalities, has to have a unified procurement plan. She appreciates Emily appreciating, but it's going to take some hard work. We understand this document is not where it needs to be. She's here to represent the NAACP, that's the oldest civil rights organization in the nation and we fight for all people. All people, not just Black people, not just people of color, but we fight for women, we fight for the disabled, so all that needs to be clear. But what we're not going to do is sit here and be disrespected. We're not going to sit here and make excuses for contractors who don't try. If we get the right policy in place, that takes the pressure off of your staff. So, if contractors don't want to comply with the Peoria Park District, then they don't get the work. If they don't get the work, then they suffer and we need to keep that in perspective.

Emily Cahill stated that she absolutely agrees. This policy has been in draft form with this committee since May so we are very supportive of moving this forward. Staff wants to get it to the Board level to get it approved and move this forward. The Park District's commitment has not wavered. The process for how we administer this is something that we are working on in parallel to make sure that this happens. Our commitment is no different now than it was at

any point during this process. She apologized if Ms. Carter-Allen felt disrespected and she certainly does not want her or anyone to feel that way. The committee's commitment not only to this organization but to our community is significant. She honors the frustration that staff feels. She will stand with them all the time. She also stands with the committee as we are here because we want to be here. This committee, this work, the commitment document, the work that we see across four pillars, could be put up against any other organization in this region as far as commitment and the way that resources are allocated. The Park District does not look at it as just a single note. The District is looking at all the things across its sphere of influence that it can do to make this community stronger and to address these issues. So, let us get this policy to the point where it needs to be to get it in front of the Board so that we know exactly what we're administering and so that we can allocate the appropriate amount of resources to it. We are doing everything that we can in our power and in our control to do that work so please never doubt that. There are points where we are all frustrated and that regardless of the issue, those things bubble up and when people feel that level of frustration, we need to honor and figure out why that is and address it.

Sherry Carter-Allen stated that she respects that, but at the end of the day, control your staff. She wants an apology and a as a Vice President of the NAACP, to be attacked by your employees is unacceptable. Trustee Sierra stated that he totally agrees with her and the way that she was spoken to and staff's behavior was out of order. He stated that he is committed to connecting with Emily Cahill after this meeting so that this may be addressed.

Trustee Bertschy moved to take the policy as written and submit it to the Board to ask if it should be \$100k or \$50k, and also, that the Board consider the need for additional financial assistance for the Planning Department to address the issues that have been raised in today's meeting, as a part of the budgeting process. Sherry Carter-Allen seconded the motion.

Pastor Hightower stated that this policy is not ready in that there is nothing specifically written in the policy right now that there will be monitoring, tracking and reporting to this committee on a regular basis. We can not pass this policy without it. Vice President Petty agrees and does not believe it should go to the Board at this time. Trustee Bertschy stated that we need to get this in the budget. Vice President Petty stated that we can do that without this policy going to the Board. Trustee Sierra stated that he thinks the intent of it going to the Board is not to pass it. As discussed at the last Board meeting, we were going to see how today's meeting went and then take it back to the full Board so we all can work through this as a collective. Trustee Sierra assured Pastor Hightower that when we do talk before the Board, we will make sure that all members of this committee are invited to the meeting so that we can continue this discussion. We will not be adopting any policy at our next conversation.

Trustee Harant stated that placed into the committee charters is that when a committee is working on a policy and there's some key issues within it that need full Board discussion, before a recommendation is actually made in that policy to move forward, that we do that. Therefore, there's no intention of adopting anything. This is merely in order to get that feedback so when we come back, we'll know what the other Board members are thinking.

Trustee Bertschy stated that he would accept as a friendly amendment to his motion, Pastor Hightower's suggestion that as a part of that submission to the Board, we consider the appropriate way that there's a reporting back to the DEI Committee. As such, the motion as amended would be the following: That the committee is submitting this policy to the Board for its consideration with the following points to be considered in particular: the financial issues to support the Planning Department and the enforcement of this policy, whether the limit should be \$100k versus \$50K, and finally, how the policy would be enforced in a way that would provide the information of whether or not it's being followed back to this DEI Committee and to whoever is appointed as our DEI Officer on a regular basis.

Trustee Bertschy stated that if the policy cannot be approved at the time of presentation to the Board, he withdraws his motion. He feels there is no reason to bring it back to the committee as the Board ultimately has to vote on this document anyway. He stated we're at the point where there are three decisions left to be made: first, a financial decision that is important to our budgeting, second, whether or not we're going to address the practical realities that Becky has described in regard to the \$100K versus \$50k, and third, how we ensure that this document is enforced. Why after the Board decides those three things does it need to come back to this committee? Vice President Petty stated it's because it's the committee's document. Trustee Harant stated that we have a committee process that the Board has put in place. The Board set up a process that when a committee runs up against an issue or they need some further input, they go to the Board for input then back to the committee so that the committee puts its document together.

Trustee Sierra stated that there may be a misunderstanding. The point is ultimately to get the document before the Board for a final vote. But similar to the way the urban forestry proposal was handled, it was taken to the Board and then taken back to the committee.

Emily Cahill stated that she believes all objectives could be met. If everyone is agreeable, this can be discussed in the September 28 Strategy Ad Hoc Committee Board of the Whole meeting. There, we can get feedback on the three issues that are raised. We can work on that language with the Board's input, bring it back to this committee on October 18 and commit to it going on the October 26 Board agenda.

Sherry Carter-Allen stated that the committee's concern is that they don't feel the policy is ready. The committee does not want this policy taken to the Board for approval at this time. How do we know that won't happen? Emily Cahill stated that that won't happen if it is on a Strategy Ad Hoc Committee meeting agenda. Pastor Hightower stated he can live with that, as long as the policy is not to be approved at that time.

Trustee Bertschy stated he disagrees that things have to be reviewed by the Board and then back to the committee. Trustee Sierra stated that that's the process the Board agreed upon.

Vice President Petty stated that we've got work to do with this Board and this staff because nobody should feel this way. She agrees with Ms. Sherry and that we all need to apologize to

her for what's happened today. This should never ever happen again. As the Board's only employee, it is Emily Cahill's responsibility to take care of this and clean it up.

Mike Friberg stated that it is obvious to him and everyone in this committee that he needs to apologize. He lost his cool, especially to miss Sherry Carter-Allen. His behavior was inexcusable and he truly regrets it. It is based on the anger of 20 years of trying to do the right thing and he realizes that is not an excuse. He's really quite ashamed of how he handled himself in this discussion and this apology goes out to everyone in the room. He feels very ashamed that he embarrassed the Park District and himself with his behavior. Sherry Carter-Allen thanked Mr. Friberg for his apology and she accepts it. Just as Mr. Friberg said, certain things cannot happen because it defeats progress. Mr. Friberg is not the only one that owes this whole committee an apology but she appreciates that Mr. Friberg stepped up and apologized.

Trustee Bertschy withdrew his motion at this time based upon the discussion just had.

4.E. Pillar Four: Support Community Workforce Development

Scott Loftus presented the 2021-2022 ICJIA Grant intern data. We had 21 interns, 8 of which were college and 11 high school. Two had multiple interns with us. The internship program is grant-funded.

5. PENDING BUSINESS

Emily Cahill stated that an action step from last month was to create a cover letter that could be used to accompany the advocacy statement that this committee approved last month. This will go out to representatives of local municipalities and community leaders. A draft is provided to you today. She welcomes any feedback or edits and would like to send this out next week.

6. OTHER BUSINESS

None at this time.

7. ACTION STEPS REVIEW

1. Minority percentage of District workforce: finalize the metrics to be used for DEI workforce tracking
2. Track percentage of contracts that are \$100K or more and share with committee
3. How many contractors between \$50-\$100k use subcontractors?
4. Put Contractor Commitment document on next week's Strategy Ad Hoc Committee meeting agenda... address \$50k or \$100k threshold, regular reporting to the DEI committee (and allocation of resources to do that), and enforcement.
5. Put DEI"A" on next committee meeting agenda.
6. Emily Cahill will send follow up concerning today's conversation to Trustees and committee members.

8. NEXT MEETING

Tuesday, October 18, 2022 10:00 am

9. ADJOURNMENT

At 11:36 am Sherry Carter-Allen made a motion to adjourn the meeting. Motion second by Trustee Bertschy and carried on unanimous voice vote.

Respectfully Submitted by Alicia Woodworth
Executive Assistant and Secretary to the Board

2022 Summer of Fun Totals – FINAL #'s

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
1	Totals	6/1-6/6	6/7-6/13	6/14-6/20	6/21-6/27	6/28-7/4	7/5-7/11	7/12-7/18	7/19-7/25	7/26-8/1	8/2-8/8	8/9-8/15	8/16-8/22	8/23-8/29	8/30-8/31	
2	Gwynn Total	5690	29	444	1130	810	552	607	668	864	582	4	0	0	0	0
3	Owens Adult	49	0	3	14	12	0	2	5	3	9	0	1	0	0	1
4	Owens Child	355	0	18	32	28	10	86	125	23	32	0	1	0	0	4
5	Owens Total	404	0	21	46	40	10	88	130	26	41	0	2	0	0	5
6	PlayHouse Adult	928	4	87	104	131	119	116	101	51	93	27	28	38	29	14
7	PlayHouse Child	1795	4	164	304	282	232	208	180	85	157	44	45	48	42	25
8	PlayHouse Sibling	75	0	24	1	14	2	9	6	5	13	0	0	1	0	0
9	PlayHouse Total	2798	8	275	409	427	353	333	287	141	263	71	73	87	71	39
10	Golf Learning Center Total	236	0	3	14	17	18	22	26	24	46	10	23	23	10	4
11	Zoo Adult	1333	4	167	244	205	134	102	135	79	113	28	37	42	43	27
12	Zoo Child	1927	7	239	335	276	208	156	224	171	203	0	0	47	61	41
13	Zoo Sibling Child	231	2	24	13	13	16	14	9	5	25	47	57	2	4	0
14	Zoo Sibling Adult	38	3	8	1	7	3	4	2	1	1	0	2	1	5	0
15	Zoo Total	3529	16	438	593	501	361	276	370	256	342	75	96	92	113	68
16																
17	Total Redemptions		53	1181	2192	1795	1294	1326	1481	1311	1274	160	194	202	194	116
18	Total Cost	\$296.00	\$7,606.00	\$12,410.50	\$10,815.50	\$7,949.50	\$7,805.00	\$8,736.00	\$6,332.00	\$7,560.00	\$1,343.50	\$1,671.00	\$1,760.00	\$1,678.50	\$989.00	
19																

2021 vs. 2022 Comparisons

Facility	2021	2022
Gwynn Family Aquatic Center	0	5690
Owens Center	45	404
Peoria PlayHouse	724	2798
Golf Learning Center	39	236
Peoria Zoo	<u>2222</u>	<u>3529</u>
TOTAL ADMISSIONS:	3030	12,657

2021-22 ICJIA Grant

Internships

Internship Position	Status	School	Location	Start Date	End Date	Notes
Education Intern	Completed	Bradley	Proctor Center	10/13/2021	12/17/2021	
Education Intern	Completed	Peoria High	Proctor Center	10/11/2021	12/31/2021	
Customer Service Intern	Completed	Peoria High	RlverPlex	10/25/2021	12/31/2021	
Athletics Intern	Completed	Bradley	Lakeview	11/16/2021	12/21/2021	
Customer Service Intern	Completed	Peoria High	Owens	1/11/2022	3/31/2022	
Marketing Intern	Completed	ISU	Noble Center	2/22/2022	8/15/2022	
HR Intern	Completed	Bradley	Noble Center	11/15/2021	8/15/2022	Moving to PT w/ HR
STEM Intern	Completed	Richwoods	PlayHouse	1/6/2022	5/27/2022	
STEM Intern	Completed	Richwoods	PlayHouse	1/6/2022	8/15/2022	
Horticulture Intern	Completed	ICC	Luthy	2/18/2022	7/31/2022	
Customer Service Intern	Completed	Peoria High	Peoria Zoo	1/12/2022	5/31/2022	Moving to PT w/ Zoo
Dance Intern	Completed	Richwoods	Lakeview	1/6/2022	5/31/2022	Moving to PT w/ Dance
Dance Intern	Completed	IVC	Lakeview	2/25/2022	8/15/2022	
Program Intern	Completed	Bradley	Camp/Recreation	4/18/2022	8/5/2022	Moving to PT w/ LRC
Art Apprenticeship	Completed	Richwoods	Logan	6/17/2022	8/15/2022	
Art Apprenticeship	Completed	Notre Dame	Logan	6/17/2022	8/15/2022	
Art Apprenticeship	Completed	Manual	Logan	6/17/2022	8/15/2022	
Art Apprenticeship	Completed	Manual	Logan	6/17/2022	8/15/2022	
Event/Wedding Intern	Current		Peoria Zoo	5/22/2022	9/15/2022	Split between grant cycles
IT Intern	Current	Bradley	Noble Center	3/7/2022	12/31/2022	Split between grant cycles
Athletics Intern	Current	Bradley	Lakeview	3/14/2022	12/31/2022	Split between grant cycles

ATTACHMENT B

August 2022

Total Staff		Full-Time Staff	
White Female	301	White Female	37
White Male	311	White Male	68
Asian Female	0	Asian Female	0
Asian Male	0	Asian Male	0
Black Female	61	Black Female	8
Black Male	70	Black Male	12
Hispanic Female	8	Hispanic Female	0
Hispanic Male	16	Hispanic Male	2
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	2	Native Hawaii/Pacific Islander Female	0
Native Hawaii/Pacific Islander Male	0	Native Hawaii/Pacific Islander Male	0
Other Female	2	Other Female	0
Other Male	1	Other Male	0
Two or More Races Female	5	Two or More Races Female	1
Two or More Races Male	1	Two or More Races Male	0
Total	778	Total	128
Total Minority	166	Total Minority	23
% Minority	21%	% Minority	18%
		Minority Leadership role as defined as able to hire/recommend for discipline/level of responsibility/lead staff/schedule staff and complete performance evaluations	56%
		Non-Minority Leadership role as defined as able to hire/recommend for discipline/level of responsibility/lead staff/schedule staff and complete performance evaluations	69%